

Dialog Semiconductor – Sustainability report 2017

GRI G4: Material Aspects and boundaries of impact

Category	G4 Aspect	Material? 2015	Material? 2016	Material? 2017	Boundaries of impact			
					Dialog Semiconductor	Fabrication partners	Customers	Product end-users
Economic	Economic performance	Y	Y	Y	Primary	Secondary	Secondary	
Economic	Market presence							
Economic	Indirect economic impacts	Y	Y	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	Y	Y	Primary		Primary	Primary
Environmental	Compliance	Y	Y	Y	Primary	Primary	Secondary	
Environmental	Transport							
Environmental	Overall							
Environmental	Supplier environmental assessment							
Environmental	Environmental grievance mechanisms							
Social: Labour practices and decent work	Employment			Y	Primary			
Social: Labour practices and decent work	Labour/management relations			Y	Primary	Secondary		
Social: Labour practices and decent work	Occupational health and safety							
Social: Labour practices and decent work	Training and education		Y	Y	Primary			
Social: Labour practices and decent work	Diversity and equal opportunity			Y	Primary	Secondary		
Social: Labour practices and decent work	Equal remuneration for women and men			Y	Primary	Secondary		
Social: Labour practices and decent work	Supplier assessment for labour practices	Y	Y	Y	Secondary	Primary	Secondary	
Social: Labour practices and decent work	Labour practices grievance mechanisms							

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GRI G4: Material Aspects and boundaries of impact

Category	G4 Aspect	Material? 2015	Material? 2016	Material? 2017	Boundaries of impact			
					Dialog Semiconductor	Fabrication partners	Customers	Product end-users
Social: Human rights	Investment	Y	Y	Y	Primary	Primary	Secondary	
Social: Human rights	Non-discrimination			Y	Primary	Secondary		
Social: Human rights	Freedom of association and collective bargaining	Y	Y	Y	Secondary	Primary	Secondary	
Social: Human rights	Child labour	Y	Y	Y	Secondary	Primary	Secondary	
Social: Human rights	Forced or compulsory labour	Y	Y	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	Y	Y	Secondary	Primary	Secondary	
Social: Human rights	Human rights grievance mechanisms							
Social: Society	Local communities							
Social: Society	Anti-corruption	Y						
Social: Society	Public policy							
Social: Society	Anti-competitive behaviour							
Social: Society	Compliance							
Social: Society	Supplier assessment for impacts on society	Y	Y	Y	Secondary	Primary	Secondary	
Social: Society	Grievance mechanisms for impacts on society							
Social: Product responsibility	Customer health and safety	Y	Y	Y	Secondary		Secondary	Primary
Social: Product responsibility	Product and service labelling	Y	Y	Y	Primary	Secondary	Primary	
Social: Product responsibility	Marketing communications							
Social: Product responsibility	Customer privacy	Y	Y	Y	Primary		Primary	
Social: Product responsibility	Compliance	Y	Y	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 organisation (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability.	Core		SR: p2
G4-2	Provide a description of key impacts, risks, and opportunities.	Core		SR: p10, 13 AR: p55-60
G4-3	a. Report the name of the organisation.	Core		Front cover of SR
G4-4	a. Report the primary brands, products, and services.	Core		AR: p10-11, 20-22, 36-43 SR: p4-5
G4-5	a. Report the location of the organisation's headquarters.	Core	Please note that Dialog Semiconductor has three regional head offices	AR: p11, 166 SR: back cover. This table.
G4-6	a. Report the number of countries where the organisation operates, and names of countries where either the organisation has significant operations or are specifically relevant to the sustainability topics covered in the report.	Core		AR: p11, 171 SR: p15 Website
G4-7	a. Report the nature of ownership and legal form.	Core		AR: p66
G4-8	a. Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Core		AR: p20-22 SR: p4-5
G4-9	a. Report the scale of the organisation, including: <ul style="list-style-type: none"> • Total number of employees • Total number of operations • Net sales (for private sector organisations) or net revenues (for public sector organisations) • Total capitalisation broken down in terms of debt and equity (for private sector organisations) • Quantity of products or services provided 	Core		AR: p11, 16-17 SR: p15
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 organisation's work is performed by workers who are legally recognised 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		SR: p17
G4-11	a. Report the percentage of total employees covered by collective bargaining agreements.	Core	The nature of the electronics engineering sector and the professional that work in it means a small percentage of our personnel are covered by collective bargaining agreements.	This table

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GRI G4: Standard disclosures

Item no	Disclosure requirements	Core?	Notes	Reference
Aspect: Strategy and analysis continued				
G4-12	a. Describe the organisation'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: p19, 54 SR: 24-27 This table
G4-13	a. Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain, including: • 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 organisations) • 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 organisation.	Core		SR: p10, throughout
G4-15	a. List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses.	Core		AR: p52 SR: p7, 19, 31
G4-16	a. List memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation: • 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 WES – Women's Engineering Society.	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 organisation's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report. The organisation can report on this Standard Disclosure by referencing the information in publicly available consolidated financial statements or equivalent documents.	Core	All of the entities listed in our Group Directory and list of Related Undertakings in our Annual Report are included in our consolidated financial statements. All such entities are covered by our Sustainability Report 2018.	AR: p171, 172 This table
G4-18	a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organisation has implemented the Reporting Principles for Defining Report Content.	Core		SR: p1, 7, 9, 13,31
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 organisation, as follows: <ul style="list-style-type: none"> • Report whether the Aspect is material within the organisation • If the Aspect is not material for all entities within the organisation (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 organisation 	Core		This document
G4-21	a. For each material Aspect, report the Aspect Boundary outside the organisation, as follows: <ul style="list-style-type: none"> • Report whether the Aspect is material outside of the organisation • If the Aspect is material outside of the organisation, 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 organisation 	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	In 2017, two additional material issues were identified under our materiality process: <ol style="list-style-type: none"> 1. Retention, morale and engagement 2. Diversity and equality <p>These replaced two formerly material issues identified in the 2016 materiality assessment:</p> <ol style="list-style-type: none"> 1. Conflict minerals 2. Recruitment (professionals) <p>In addition, some categories of issues have been combined to rationalise the range of issues covered. For example Health and Safety (Supply chain) has been integrated into Labour Rights and Human Rights (Supply chain). Similarly Recruitment (Professionals) and Recruitment (Graduates) have been combined into a single issue.</p>	SR: p12 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 organisation.	Core		AR: p15 SR: p11
G4-25	a. Report the basis for identification and selection of stakeholders with whom to engage.	Core		SR: p10-11
G4-26	a. Report the organisation'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: p10-11
G4-27	a. Report key topics and concerns that have been raised through stakeholder engagement, and how the organisation 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: p1
G4-29	a. Date of most recent previous report (if any).	Core		SR: p1
G4-30	a. Reporting cycle (such as annual, biennial).	Core		SR: p1
G4-31	a. Provide the contact point for questions regarding the report or its contents.	Core		SR: p3
G4-32	a. Report the "in accordance" option the organisation 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: p1
G4-33	a. Report the organisation'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 organisation and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation's sustainability report.	Core		SR: p1

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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 organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	Core		AR: p69-74 SR: p7
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.			SR: p7
G4-36	Report whether the organisation 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.			SR: p7, 15, 18, 21
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.			SR:p10-11
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: p62-63
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 organisation's management and the reasons for this arrangement).		The Chairman of the Board is not also an executive officer.	AR: p62 This table
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, 70-71 Website: https://www.dialog-semiconductor.com/sites/default/files/21053385-v1-draft_terms_of_reference_-_nomination_committee.pdf
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: p69-72

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GRI G4: Standard disclosures

Item no	Disclosure requirements	Core?	Notes	Reference
Aspect: Governance continued				
G4-42	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organisation'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 self-assessment. 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 organisational practice.			AR: p55-60, 66-67
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.			SR: p7, 11 AR: p55-60, 66-67
G4-46	Report the highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics.			AR: p55 SR: p7
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.			SR: p7
G4-48	Report the highest committee or position that formally reviews and approves the organisation'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.			SR: p7
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.			
G4-51	Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration: <ul style="list-style-type: none"> – 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: p76-80

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GRI G4: Standard disclosures

Item no	Disclosure requirements	Core?	Notes	Reference
Aspect: Governance continued				
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 organisation.			AR: p74, 76-82
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: p81-82
G4-54	Report the ratio of the annual total compensation for the organisation'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 organisation'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: p87
Aspect: Ethics and integrity				
G4-56	a. Describe organisation's values, principles, standards and norms of behaviour such as codes of conduct and ethics.	Core		SR: p7, 19, 25, 27 AR: p7 Website
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity, such as helplines or advice lines.		Dialog's Code of Business Conduct and Whistleblowing Policy identify various internal and external mechanisms for seeking advice on ethical and lawful behaviour, including a Business Conduct Hotline which is available internally and externally and which can be accessed and used anonymously. Full details of the hotline are available at https://wrs.expolink.co.uk/dialog	SR: p19-20, 25 This table
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.		Dialog's Code of Business Conduct and Whistleblowing Policy identify various internal and external mechanisms for reporting concerns about ethical and lawful behaviour, including a Business Conduct Hotline which is available internally and externally and which can be accessed and used anonymously. Full details of the hotline are available at https://wrs.expolink.co.uk/dialog	SR: p25 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: p29-31
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 organisation'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: p30
G4-EC2	Financial implications and other risks and opportunities for the organisation'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 that Dialog's own operations are unlikely to face any specific, material risks as a result of climate change.	This table
G4-EC3	Coverage of the organisation's defined benefit plan obligations	<p>a. Where the plan's liabilities are met by the organisation'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: p137
G4-EC4	Financial assistance received from government	<p>a. Report the total monetary value of financial assistance received by the organisation 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	R&D expenditure credits 2017: US\$6.8 million; 2016: US\$7.1 million.	AR: p47 SR: p29

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GRI G4: 1. Economic disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: Market presence					
G4-DMA	Management Approach	Materiality, management, performance			AR: p67 SR: p17, p29-31
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	<p>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.</p> <p>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.</p> <p>c. Report the definition used for “significant locations of operation”.</p>			SR: p17
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	<p>a. Report the percentage of senior management at significant locations of operation that are hired from the local community.</p> <p>b. Report the definition of “senior management” used.</p> <p>c. Report the organisation’s geographical definition of “local”.</p> <p>d. Report the definition used for “significant locations of operation”.</p>			
Aspect: Indirect economic impacts					
G4-DMA	Management Approach	Materiality, management, performance	Core		SR: p30
G4-EC7	Development and impact of infrastructure investments and services supported	<p>a. Report the extent of development of significant infrastructure investments and services supported.</p> <p>b. Report the current or expected impacts on communities and local economies. Report positive and negative impacts where relevant.</p> <p>c. Report whether these investments and services are commercial, in-kind, or pro bono engagements.</p>	Core		SR: p29-31
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 organisation has. These may include:</p> <ul style="list-style-type: none"> • Changing the productivity of organisations, 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 • 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	With respect to the context in which our indirect impacts take place, while these contribute to overall economic activity, such contributions are not locally material given the size and maturity of the markets in which we operate. We do not currently actively align our efforts to promote indirect economic impacts in line with external development frameworks or defined national policies.	SR: p29, p30 This table
Aspect: Procurement practices					
G4-DMA	Management Approach	Materiality, management, performance			SR: p23-27
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 organisation’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: p22, 27
G4-EN1	Materials used by weight or volume	a. Report the total weight or volume of materials that are used to produce and package the organisation's primary products and services during the reporting period, by: <ul style="list-style-type: none"> • Non-renewable materials used • Renewable materials used 			
Aspect: Energy					
G4-DMA	Management Approach	Materiality, management, performance			SR: p22, 24-27, 31
G4-EN3	Energy consumption within the organisation	a. Report total fuel consumption from non-renewable sources in joules or multiples, including fuel types used. b. Report total fuel consumption from renewable fuel sources in joules or multiples, including fuel types used. c. Report in joules, watt-hours or multiples, the total: Electricity consumption; Heating consumption; Cooling consumption; Steam consumption. d. Report in joules, watt-hours or multiples, the total: Electricity sold; Heating sold; Cooling sold; Steam sold. e. Report total energy consumption in joules or multiples. f. Report standards, methodologies, and assumptions used. g. Report the source of the conversion factors used.			
G4-EN4	Energy consumption outside of the organisation	a. Report energy consumed outside of the organisation, in joules or multiples. b. Report standards, methodologies, and assumptions used. c. Report the source of the conversion factors used.			
G4-OG2	Total amount invested in renewable energy	a. Report total amount invested in renewable energy by type of technology. b. Report investment in biofuels research broken down by first generation and advanced biofuels. c. Report total amount invested in renewable energy as a percentage of capital expenditure and acquisitions.			
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).			
G4-EN5	Energy intensity	a. Report the energy intensity ratio. b. Report the organisation-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 organisation, outside of it or both.			
G4-EN6	Reduction of energy consumption	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.			

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GRI G4: 2. Environmental disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: Energy continued					
G4-EN7	Reductions in energy requirements of products and services	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: p5, 31
Aspect: Water					
G4-DMA	Management Approach	Materiality, management, performance			
G4-EN8	Total water withdrawal by source	a. Report the total volume of water withdrawn from the following sources: <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 organisation • Waste water from another organisation • Municipal water supplies or other water utilities b. Report standards, methodologies, and assumptions used.			
G4-EN9	Water sources significantly affected by withdrawal of water	a. Report the total number of water sources significantly affected by withdrawal by type: <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 b. Report standards, methodologies, and assumptions used.			
G4-EN10	Percentage and total volume of water recycled and reused	a. Report the total volume of water recycled and reused by the organisation. b. Report the total volume of water recycled and reused as a percentage of the total water withdrawal reported under Indicator G4-EN8. c. Report standards, methodologies, and assumptions used.			

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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 organisation • 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 characterised 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 			
G4-EN13	Habitats protected or restored	<p>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.</p> <p>b. Report whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organisation has overseen and implemented restoration or protection measures.</p> <p>c. Report on the status of each area based on its condition at the close of the reporting period.</p> <p>d. 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 continued					
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	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 organisation, 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.	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.			
Aspect: Emissions					
G4-DMA	Management Approach	Materiality, management, performance			SR: p22
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	a. Report gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances. b. Report gases included in the calculation (whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all). c. Report biogenic CO ₂ emissions in metric tons of CO ₂ 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).			SR: p22
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	a. Report gross energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ 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).			SR: p22

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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 organisation (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>			SR: p22
G4-EN18	Greenhouse gas (GHG) emissions intensity	<p>a. Report the GHG emissions intensity ratio.</p> <p>b. Report the organisation-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>			SR: p22
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>			

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GRI G4: 2. Environmental disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: Effluents and waste					
G4-DMA	Management Approach	Materiality, management, performance			
G4-EN22	Total water discharge by quality and destination	a. Report the total volume of planned and unplanned water discharges by: <ul style="list-style-type: none"> • Destination • Quality of the water including treatment method • Whether it was reused by another organisation b. Report standards, methodologies, and assumptions used.			
G4-EN23	Total weight of waste by type and disposal method	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 organisation) b. Report how the waste disposal method has been determined: <ul style="list-style-type: none"> • Disposed of directly by the organisation or otherwise directly confirmed • Information provided by the waste disposal contractor • Organisational defaults of the waste disposal contractor 			
G4-EN24	Total number and volume of significant spills	a. Report the total number and total volume of recorded significant spills. b. For spills that were reported in the organisation's financial statements, report the additional following information for each such spill: <ul style="list-style-type: none"> • Location of spill • Volume of spill • Material of spill, categorised 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 c. Report the impacts of significant spills.			
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	a. Report the total weight for each of the following: <ul style="list-style-type: none"> • Hazardous waste transported • Hazardous waste imported • Hazardous waste exported • Hazardous waste treated b. Report the percentage of hazardous waste shipped internationally.			
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organisation's discharges of water and runoff	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: <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) 			

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GRI G4: 2. Environmental disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: Products and services					
G4-DMA	Management Approach	Materiality, management, performance	Core		SR: p5, 7, 19, 22, 31
G4-EN27	Extent of mitigation of environmental impacts from products and services	a. Report quantitatively the extent to which environmental impacts of products and services have been mitigated. b. If use-oriented figures are employed, report the underlying assumptions regarding consumption patterns or normalisation factors.	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: p22, 27 This table
G4-EN28	Percentage of products sold and their packaging materials reclaimed by category	a. Report the percentage of reclaimed products and their packaging materials for each product category. b. Report how the data for this indicator has been collected.	Core	Negligible: The amount of gold and silver reclaimed was not assessed any longer in 2016 because figures became insignificant due to changeover to WLCSP and CU-wire technologies. As such we do not currently reclaim products (or packaging).	This table
Aspect: Compliance					
G4-DMA	Management Approach	Materiality, management, performance	Core		SR: p19-20, 22
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental 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 b. Where organisations have not identified any non-compliance, a brief statement of this fact is sufficient.	Core	There were no material sanctions or fines for non-compliance with applicable laws and regulations in 2017.	This table
Aspect: Transport					
G4-DMA	Management Approach	Materiality, management, performance			SR: p22
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organisation's operations, and transporting members of the workforce	a. Report environmental impacts of transporting products and other goods and materials for the organisation's operations, and transporting members of the workforce. Where quantitative data is not provided, report the reason. b. Report how the environmental impacts of transporting products, members of the organisation's workforce, and other goods and materials are mitigated. c. Report the criteria and methodology used to determine which environmental impacts are significant.			SR: p22

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GRI G4: 2. Environmental disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: Overall					
G4-DMA	Management Approach	Materiality, management, performance			SR: p22
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: p24-27
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: p26
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.		In 2017 we audited nine suppliers (18 audits in total) against the regular standards. Of these, six suppliers representing 98% of the total business value, were subject to screening against a range of criteria, including those relating to the environment.	SR: p24-27 This table
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: labour practices and decent work					
Aspect: employment			Core		
G4-DMA	Generic Disclosures on Management Approach	Materiality, management, performance		We offer employees a strong total reward package that includes: Competitive base salaries, annual bonus and recognition plans, employee share award plan, employee benefits including protection for illness and disability, retirement and life insurance. We regularly benchmark our employees' pay and benefits against the employment markets in which we operate. This includes close analysis of packages offered by our competitors to ensure that our own offering remains attractive. We also implement a number of initiatives aimed at promoting employee morale and wellbeing. These include generous time off policies, employee volunteering opportunities, workplace social events, as well as incentive programmes and employee recognition initiatives.	SR: p16-17 This table
G4-LA1	Total number of new employee hires and employee turnover by age, gender, region	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	a. Report the benefits which are standard for full-time employees of the organisation 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"			Website
G4-LA3	Return to work and retention rates after parental leave, by gender	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 12 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.			

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: labour/management relations					
G4-DMA	Management Approach	Materiality, management, performance	Core		AR: p16-17 SR: p16-17 Website
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	<p>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.</p> <p>b. For organisations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.</p>		Dialog adheres to information and consultation requirements under applicable laws prior to implementation of any significant operational changes that may impact on its workforce. The statutory periods differ from country to country.	This table
Aspect: occupational health and safety					
G4-DMA	Management Approach	Materiality, management, performance			SR: p16-17, 19
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor occupational health and safety programmes	<p>a. Report the level at which each formal joint management-worker health and safety committee typically operates within the organisation.</p> <p>b. Report the percentage of the total workforce represented in formal joint management-worker health and safety committees.</p>			
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	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 organisation 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	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	<p>a. Report whether formal agreements (either local or global) with trade unions cover health and safety.</p> <p>b. If yes, report the extent, as a percentage, to which health and safety topics are covered by these agreements.</p>			

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: training and education					
G4-DMA	Management Approach	Materiality, management, performance	Core		AR: p17, 53 SR: p16-17
G4-LA9	Average hours training per year per employee by gender and employee category	a. Report the average hours of training that the organisation's employees have undertaken during the reporting period, by region and gender.			
G4-LA10	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	a. Report on the type and scope of programmes implemented and assistance provided to upgrade employee skills. b. Report on the transition assistance programmes provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Core	We do not provide systematic transition assistance programmes to support the management of career endings resulting from retirement or termination of employment.	AR: p17, 53 SR: p16 This table
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.	Core	All employees receive at least annual performance and career development reviews, irrespective of gender and employee category.	This table
Aspect: diversity and equal opportunity					
G4-DMA	Management Approach	Materiality, management, performance	Core		SR: p12, 16-17
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 organisation'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.			SR: p18
Aspect: equal remuneration for women and men					
G4-DMA	Management Approach	Materiality, management, performance	Core		SR: p2, 17
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: p17

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: supplier assessment for labour practices					
G4-DMA	Management Approach	Materiality, management, performance	Core		SR: p24-27
G4-LA14	Percentage of new suppliers that were screened using labour practices criteria	a. Report the percentage of new suppliers that were screened using labour practices criteria.	Core		SR: p26
G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken	a. Report the number of suppliers subject to impact assessments for labour practices. b. Report the number of suppliers identified as having significant actual and potential negative impacts for labour practices. c. Report the significant actual and potential negative impacts for labour practices identified in the supply chain. d. Report the percentage of suppliers identified as having significant actual and potential negative impacts for labour 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 labour practices with which relationships were terminated as a result of assessment, and why.	Core	In 2017 we audited nine suppliers (18 audits in total) against the regular standards. Of these, six suppliers representing 98% of the total business value, were subject to screening against a range of criteria, including those relating to labour and human rights.	SR: p26-27 This table
Aspect: labour practices grievance mechanisms					
G4-DMA	Management Approach	Materiality, management, performance		We have a Whistleblowing Policy implemented and published on our intranet, and in 2015 implemented a Business Conduct Hotline for all employees.	This table
G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	a. Report the total number of grievances about labour 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 labour practices 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: human rights					
Aspect: investment					
G4-DMA	Management Approach	Materiality, management, performance	Core		AR: p54 SR: p24-27
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<p>a. Report the total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.</p> <p>b. Report the definition of “significant investment agreements” used by the organisation.</p>	Core	In 2017 we audited nine suppliers (18 audits in total) against the regular standards. Of these, six suppliers representing 98% of the total business value, were subject to screening against a range of criteria, including those relating to human rights.	SR: p26 This table
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	<p>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.</p> <p>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.</p>	Core	No formal/specific human rights training is carried out (i.e. zero hours). However, all personnel are required to do annual online training on the Dialog Semiconductor Code of Business Conduct, which includes some labour rights elements.	This table

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: non-discrimination					
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 part of our own Supplier Code of 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 Organisation 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 Business Conduct Hotline for all employees.</p>	AR: p67 SR: p15-17, 25 This table Website
G4-HR3	Total number of incidents of discrimination and corrective actions taken	<p>a. Report the total number of incidents of discrimination during the reporting period.</p> <p>b. Report the status of the incidents and the actions taken with reference to the following:</p> <ul style="list-style-type: none"> • Incident reviewed by the organisation • Remediation plans being implemented • Remediation plans have been implemented and results reviewed through internal management review processes • Incident no longer subject to action 			SR: p17

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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	<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 part of our own Supplier Code of 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 Organisation 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 Business Conduct Hotline for all employees.</p>	SR: p24-27 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 organisation 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: p27 This table

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: child labour					
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 part of our own Supplier Code of 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 Organisation 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 Business Conduct Hotline for all employees.</p>	SR: p24-27 This table Website Modern Slavery and Human Trafficking Statement
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	<p>a. Report operations and suppliers considered to have significant risk for incidents of:</p> <ul style="list-style-type: none"> • Child labour • Young workers exposed to hazardous work <p>b. Report operations and suppliers considered to have significant risk for incidents of child labour 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 labour.</p>	Core	None of our own operations were found to pose a significant risk in this respect throughout 2017 audits and surveys.	SR: p24-27 This table

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Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: forced or compulsory labour					
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 part of our own Supplier Code of 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 Organisation 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 Business Conduct Hotline for all employees.</p>	SR: p15, 24-27 This table Website Modern Slavery and Human Trafficking Statement
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	<p>a. Report operations and suppliers considered to have significant risk for incidents of forced or compulsory labour 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 organisation in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labour.</p>	Core	None of our own operations were found to pose a significant risk in this respect.	SR: p24-27 This table
Aspect: security practices					
G4-DMA	Management Approach	Materiality, management, performance			
G4-HR7	Percentage of security personnel trained in the organisation'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 organisation's human rights policies or specific procedures and their application to security.</p> <p>b. Report whether training requirements also apply to third-party organisations providing security personnel.</p>			

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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	a. Report the total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period. b. Report the status of the incidents and actions taken with reference to: <ul style="list-style-type: none"> • Incident reviewed by the organisation • 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: p24-27
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: p24-27
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	a. Report the number of suppliers subject to human rights impact assessments. b. Report the number of suppliers identified as having significant actual and potential negative human rights impacts. c. Report the significant actual and potential negative human rights impacts identified in the supply chain. 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. 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.	Core	In 2017 we audited nine suppliers (18 audits in total) against the regular standards. Of these, six suppliers representing 98% of the total business value, were subject to screening against a range of criteria, including those relating to labour and human rights.	SR: p24-27 This table

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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	a. Report the total number of grievances about human rights 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 human rights impacts filed prior to the reporting period that were resolved during the reporting period.			
Sub-category: society					
Aspect: local communities					
G4-DMA	Management Approach	Materiality, management, performance			SR: p29-31
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes	a. Report the percentage of operations with implemented local community engagement, impact assessments, and development programmes, including the use of: <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 programmes 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 • Formal local community grievance processes 			
G4-SO2	Operations with significant actual and potential negative impacts on local communities	a. Report operations with significant actual and potential negative impacts on local communities, including: <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
Aspect: anti-corruption					
G4-DMA	Management Approach	Materiality, management, performance			SR: p19-20 Website
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	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.		No significant risks were identified in 2017.	SR: p19 Website This table

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Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: anti-corruption continued					
G4-SO4	Communication and training on anti-corruption policies and procedures	a. Report the total number and percentage of governance body members that the organisation'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 organisation'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 organisation'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.		All personnel are required to complete online compliance training which includes a global anti-bribery module as well as the Dialog Semiconductor Code of Business Conduct, which includes extensive anti-corruption and bribery elements	Website This table
G4-SO5	Confirmed incidents of corruption and actions taken	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 organisation or its employees during the reporting period and the outcomes of such cases.		No cases of material suspected or actual corruption were identified in 2017.	This table
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 organisation by country and recipient/beneficiary. b. Report how the monetary value of in-kind contributions was estimated, if applicable.			
Aspect: anti-competitive behaviour					
G4-DMA	Management Approach	Materiality, management, performance			SR: p19-20 Website
G4-SO7	Total number of legal actions for anti-competitive behaviour, 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 behaviour and violations of antitrust and monopoly legislation in which the organisation 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: p19-20 Website
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 organisation 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.		There were no material sanctions or fines for non-compliance with applicable laws and regulations in 2017.	This table Website

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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: p19-20, 24-27
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: p26
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	In 2017 we audited 11 suppliers against the regular standards. Of these, six suppliers representing 98% of the total business value, were subject to screening against a range of criteria, including aspects relating to impact on society.	SR: p26 This table
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.			
Sub-category: product responsibility					
Aspect: customer health and safety					
G4-DMA	Management Approach	Materiality, management, performance	Core		SR: p31
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: p31 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 organisation has not identified any non-compliance, a brief statement of this fact is sufficient.	Core		SR: p31

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: product and service labelling					
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: p19, 24-27, 31 This table
G4-PR3	Type of product and service information required by the organisation's procedures for product and service information and labelling, 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 organisation's procedures for product and service information and labelling:</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-609B).	SR: p27, 31 This table
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, 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 labelling, 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 organisation has not identified any non-compliance with regulations and voluntary codes, a brief statement of this fact is sufficient.</p>	Core	None.	SR: p31 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 organisation 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.	SR: p19-20 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			SR: p29-31
G4-PR6	Sale of banned or disputed products	a. Report whether the organisation sells products that are: <ul style="list-style-type: none"> • Banned in certain markets • The subject of stakeholder questions or public debate b. Report how the organisation has responded to questions or concerns regarding these products.			SR: p20 Website
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	a. Report the total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, 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 organisation has not identified any non-compliance, a brief statement of this fact is sufficient.			
Aspect: customer privacy					
G4-DMA	Management Approach	Materiality, management, performance	Core		SR: p19-20
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	a. Report the total number of substantiated complaints received concerning breaches of customer privacy, categorised by: Complaints received from outside parties and substantiated by the organisation; Complaints from regulatory bodies. b. Report the total number of identified leaks, thefts, or losses of customer data. c. If the organisation has not identified any substantiated complaints, a brief statement of this fact is sufficient.	Core		SR: p20
Aspect: compliance					
G4-DMA	Management Approach	Materiality, management, performance	Core		SR: p31
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	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. b. If the organisation has not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.			SR: p31