

# GRI Supplement

## Background information on and assumptions for sustainability information presented in Systemair's annual report.

In Systemair's 2014/15 annual report, the Company's sustainability report has been adapted to the guidelines in the *Global Reporting Initiative (GRI)*. Systemair's sustainability report will be presented annually as part of our annual report. This document supplements the information provided in the annual report.

In our reporting for 2014/15, we follow the guidance of GRI G4, and our sustainability report is self-reported at *Core* level. The report has not been audited by an independent third party. We evaluate the need for such scrutiny on an ongoing basis, but have not today reached any decision to change our current process.

In this document, we explain how we have chosen what our sustainability report should focus on and describe the sources of the assumptions and the conversion factors used within the scope of the sustainability report.

### **Stakeholder dialogue & materiality analysis**

Systemair has identified customers, owners, investors and employees who are our most important stakeholders, on the basis of how much they are affected by or affect Systemair.

In spring 2015, we conducted questionnaire-based surveys among selected representatives of our most important stakeholder groups. The respondents were selected such as to provide a broad view of our operations. Customers and employees were spread all over the world, and we engaged in a dialogue with our major shareholders and the analysts who follow the Company. The idea of the surveys was to identify the most important sustainability issues to Systemair, that is, which aspects most affect and are most affected by our operations, and where we can make the biggest difference.

In addition to these specific surveys, we have

many other forums in which we maintain regular dialogue on sustainability issues with our stakeholders. Shareholders have the opportunity to state their views to the management and board of directors at the annual general meeting. Systemair employees can comment and ask questions of management via the employee survey and the Company's intranet. Employees can also discuss and obtain information on work environment issues and company-related questions via work environment committees and their immediate superior. We also maintain continuous dialogue on sustainability issues with our customers, a dialogue that is becoming increasingly important to many of our customers.

In spring 2015, we also carried out an analysis to identify our most important sustainability aspects in preparation for our first GRI-G4-based report. An internal working party in partnership with an external consulting firm identified the sustainability aspects that we consider to be important to Systemair. The sustainability aspects evaluated relate to the aspects we have identified through our external environment analysis and stakeholder dialogue. The table below shows the sustainability aspects we identified as important, along with the relevant sustainability issue in GRI G4.

# GRI Supplement (continued)

<b>SYSTEMAIR SUSTAINABILITY ASPECTS</b>	<b>GRI G4 ASPECT</b>
Developing energy-efficient products	<i>Products and services</i>
Training and career opportunities for our employees	<i>Employment Training</i>
Environmental impact of our activities	<i>Energy Materials</i>
Equal opportunity workplaces	<i>Equal opportunity Non-discrimination</i>
Fair working conditions and safe workplaces	<i>Health &amp; safety</i>
Financial return	<i>Economic performance</i>
Local presence and social development in our markets	<i>Product and service labelling</i>
Combating bribery and corruption	<i>Anti-corruption</i>
Choosing safe materials for our products and compliance with legislation	<i>Product responsibility</i>
Responsible marketing and opinion shaping	<i>Marketing communications</i>
Evaluation of suppliers with regard to employment conditions and the use of child labour	<i>Supplier evaluation with regard to working conditions, the environment &amp; human rights</i>

The table shows the sustainability aspects that Systemair has judged to be important in terms of impact on the Company. It also indicates how relevant they are considered to be to our stakeholders and how they correlate to the aspects defined in GRI G4.

## **FOCUS & BOUNDARIES**

The information in the sustainability report refers to all companies listed in Note 27. Any organisational boundaries are stated in conjunction with the information presented. Many of our sustainability aspects have impact beyond Systemair's legal frameworks, for example,

among our customers and suppliers and in local communities. In our sustainability report, we report continuously on areas where each of our sustainability aspects has direct impact, in and outside the Company's limits.

# GRI Supplement (continued)

## Background data for GRI indicators

In the following, we describe any assumptions and conversion factors used in the calculation of Systemair's GRI indicators. We also present certain supplementary information that does not appear in the annual report.

### ENERGY-EFFICIENT AND HEALTH-PROMOTING PRODUCTS

#### Marketing communications

Honest and accurate marketing communications are crucial to Systemair's reputation in our markets. We have therefore made the judgement that marketing communications are a major sustainability aspect. We plan to start reporting on the G4-PR7 indicator but are unable to present information this year.

#### Product responsibility

Taking responsibility for the products we sell and making sure that they comply with applicable laws and regulations are a natural part of what we do at Systemair. We have therefore

made the judgement that product responsibility is a major sustainability aspect. We plan to start reporting on the G4-PR9 indicator but are unable to present information this year.

#### Product and service labelling

Customer satisfaction is a fundamental precondition for Systemair's continued expansion. We have therefore made the judgement that product and service labeling is a major sustainability aspect. We do not at present have a summary of customer satisfaction for the Group as a whole, but plan to start reporting information on G4-PR5.

### INTEGRATED ENVIRONMENTAL FOCUS

#### Energy

We monitor energy consumption in our operations annually; for the particular fuels used, we apply the following conversion factors for energy content.

CONVERSION FACTORS	kWh/m <sup>3</sup>
Oil	10,165
Diesel	10,165
Liquefied natural gas	6,654
Natural gas	11

The table shows the energy content of various fuels used in Systemair's operations. To convert energy consumption from MWh to GJ, use the conversion factor 3.6. The conversion factors are supplied by SEAI, the Sustainable Energy Authority of Ireland.

### OUR EMPLOYEES

#### Discrimination

No reports of cases of discrimination were received during the reporting period.

### CONTACT

If you have any questions about our sustainability report, please contact Thomas Hanhela, Corporate Communication Manager, at [thomas.hanhela@systemair.se](mailto:thomas.hanhela@systemair.se)