

GRI REPORT 2016.



Committed
to the future:

ewz



Ein Unternehmen
der Stadt Zürich

GRI Report 2016¹.

The page numbers relate to ewz's "The Possibility Makers. Annual and Sustainability Report 2016" (ASR 2016).

General standard disclosure							
		Document	Page	Comments and additional information		External assurance	
Strategy and analysis							
G4-1	Statement by the most senior decision-maker about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability	ASR 2016 ²	Page 5, 12, 13, 14			–	
G4-2	Opportunities and risks	ASR 2016	Page 42, 52, 53			–	
Organizational profile							
G4-3	Name of the organization	ASR 2016	Page 4			–	
G4-4	Primary brands, products and services	ASR 2016	Page 2, 3, 29			–	
G4-5	Headquarters			The headquarters of ewz are in Zurich.		–	
G4-6	Countries where the organization operates	ASR 2016	Page 3			–	
G4-7	Ownership and legal form	ASR 2016	Page 4			–	
G4-8	Markets	ARS 2016	Page 3			–	
G4-9	Scale of the organization	ASR 2016	Page 2, 3			–	
G4-10	Total number of employees			There are no seasonal variations in headcount. The vast majority of the work is undertaken by ewz employees.		–	
			2012	2013	2014	2015	
			2016				
	Number of employees	Number	1,141	1,176	1,188	1,202	1,189
	Number of female employees	Number	206	215	208	216	225
	Number of male employees	Number	935	961	980	986	964
	Proportion of women	%	18.1 %	18.3 %	17.5 %	18.0 %	18.9 %
	Number of permanent employees	Number	1,075	1,099	1,127	1,136	1,140
	Number of temporary employees	Number	66	77	61	66	49
	Number of apprentices and interns	Number	43	46	54	54	55
	Number of full-time employees	Number	1,001	1,029	1,023	1,036	998
	Number of female full-time employees	Number	123	126	113	120	118
	Number of male full-time employees	Number	878	903	910	916	880
	Number of part-time employees	Number	140	147	165	166	191
	Proportion of part-time employees	%	12.3 %	12.5 %	13.9 %	13.8 %	16.1 %
	Number of female part-time employees	Number	83	89	95	96	107
	Number of male part-time employees	Number	57	58	70	70	84
	Proportion of part-time employees who are female	%	40.3 %	41.4 %	45.7 %	44.4 %	47.6 %
	Number of employees in Zurich	Number	1,025	1,060	1,073	1,088	1,025
	Number of employees in central Grisons and the Bregaglia Valley	Number	116	116	115	114	114
	Women in management positions	Number	15	15	19	25	33
	Number of external employees bound by directives	Number	–	–	–	66	69
	Total workforce	Number	–	–	–	1,264	1,258
	Coverage ratio of municipal pension fund	%	110.8 %	113.8 %	118.2 %	109.3 %	110.9 %
	Employer's savings contribution (as a % of the coordinated salary)	%	62 %	62 %	62 %	62 %	62 %

¹ In accordance with the Guidelines – Core option of the Global Reporting Initiative (GRI).

² ASR 2016: ewz Annual and Sustainability Report 2016, ewz.ch/nachhaltig.

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General standard disclosure					
		Document	Page	Comments and additional information	External assurance
Organizational profile					
G4-11	Percentage of total employees covered by collective bargaining agreements			ewz employees are not covered by any collective bargaining agreement.	–
G4-12	Description of the organization's supply chain	ASR 2016	Page 43		–
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or supply chain	ASR 2016	Page 30	The new "Energy Solutions" division created in 2016 builds on the company's own expertise. It covers the project business with energy contracting and facility management, energy consultations, grid services and business development.	–
G4-14	Precautionary approach or principle	ASR 2016	Page 5, 6–11, 16, 17		–
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses			ewz is a sponsor of the Association for Environmentally Friendly Electricity (Verein für umweltgerechte Energie, VUE). VUE awards the Swiss "naturemade" quality label for electricity that is 100% produced from renewable energy sources.	–
G4-16	Memberships of associations and national or international advocacy organizations			ewz holds strategic memberships in, is actively involved with and provides substantive funding to various associations. These include: <ul style="list-style-type: none"> ■ The Swiss Association of Producers and Distributors of Electricity (Verband Schweizerischer Elektrizitätsunternehmen, VSE), the national industry association, ■ The Association for Environmentally Friendly Electricity (Verein für umweltgerechte Energie, VUE), which certifies eco-power in Switzerland, ■ "Energieforschung Stadt Zürich" (Energy research in the city of Zurich), the ten-year project of the 2000-Watt Society ■ ActionJam, the Swiss corporate innovation network for large firms. 	–
EU1	Installed capacity broken down by primary energy source and by regulatory regime	ASR 2016	Page 59		–
EU2	Power production broken down by primary energy source and by regulatory regime	ASR 2016	Page 59		–
EU3	Number of residential, industrial, institutional, and commercial customer accounts	ASR 2016	Page 35		–
EU4	Length of transmission and distribution lines above and below ground by regulatory regime	ASR 2016	Page 2		–
EU5	Allocation of CO ₂ emissions allowances or equivalent, broken down by carbon trading framework			ewz has no CO ₂ emissions certificates and does not trade in these.	–

General standard disclosure					
		Document	Page	Comments and additional information	External assurance
Identified material aspects and boundaries					
G4-17	Consolidated companies	ASR 2016	Page 62	The sustainability reporting covers all ewz shareholdings of 50 % or above. Non-controlling participations and subsidiaries are not consolidated. Subsidiaries and non-controlling participations are included in the output data.	–
G4-18	Process for defining the report content and the aspect boundaries	ASR 2016	Page 62	<p>Process for defining the report content</p> <p>The report reflects the key issues that influence the performance of ewz and its management. ewz attaches great importance to incorporating the points of view not just of management but also of outside stakeholders into its sustainability management. In this spirit, ewz held its second Stakeholder Forum in 2016, at which 16 business partners, business customers, suppliers, and representatives of environmental organizations, scientific institutions, and communes spent a half-day discussing sustainability issues and trends. In all, 11 key sustainability themes were identified.</p> <p>Process for determining aspect boundaries</p> <p>Drawing on internal expertise, literature, and industry standards, the stages of the value chain and the aspect boundaries were defined in a series of workshops.</p> <p>Implementation of the four principles for determining the report content</p> <ol style="list-style-type: none"> 1. Stakeholder inclusiveness: Internal and external stakeholders were involved in drawing up the materiality matrix and as such had a direct influence over the reporting and the areas of focus of sustainability management. It was ensured that ewz's most important external stakeholder groups were represented, in order that reporting should satisfy as broad a mix of expectations and interests as possible. 2. Sustainability context: Energy is a globally interlinked industry that has a huge influence on the environment, society, the economy, and politics. ewz's understanding of sustainability is as a guiding concept based on economic, environmental, political, and social criteria. 3. Materiality: 46 sustainability themes spanning the economy, the environment, society, and politics form the basis for identification of the material aspects. Every year, new aspects may be added and others fall away based on the dialogue with stakeholders or trends that impact on sustainability. From this pool the material topics are re-evaluated every year. 4. Completeness: ewz actively promotes issues that the company can directly influence. ewz regularly studies material aspects external to the organization, such as greenhouse gas emissions from indirect sources. 	–
G4-19	List of material aspects	ASR 2016	Page 16	In its business activities, ewz spans almost the entire energy supply value chain. Stakeholders have interests along the whole length of this chain, from the sustainable production of electricity, heating and cooling, investments in renewable energies, security of supply, and the offering of sustainable products and services, through to energy efficiency at the customer end. The competition in the energy industry is increasing. With the emergence of new technological possibilities in energy and communication, ewz is working on innovative solutions with dedicated and talented staff in order to maintain the high level of satisfaction among customers. Vital components of a sustainably managed company are the issues of occupational health and safety as well as environmental management, which includes personal energy efficiency and the protection and support of the environment. ewz makes a point of listening to stakeholders and taking their needs into account.	–

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General standard disclosure					
		Document	Page	Comments and additional information	External assurance
Identified material aspects and boundaries					
G4-20	Aspect boundaries: Aspects that are material within the organization	ASR 2016	Page 61		-
Aspect	Relevant within ewz	Business areas that control this topic			
Security of supply	x	<ul style="list-style-type: none"> ■ Distribution ■ Energy Economics ■ Energy Solutions 			
Investment in renewable energies	x	<ul style="list-style-type: none"> ■ Power Generation ■ Energy Solutions ■ Services 			
Innovation	x	<ul style="list-style-type: none"> ■ All business areas 			
Sustainable products and services	x	<ul style="list-style-type: none"> ■ All business areas 			
Energy efficiency among customers	x	<ul style="list-style-type: none"> ■ Sales and Marketing ■ Energy Solutions 			
Environmental management	x	<ul style="list-style-type: none"> ■ All business areas 			
Stakeholder engagement	x	<ul style="list-style-type: none"> ■ All business areas 			
Customers	x	<ul style="list-style-type: none"> ■ Services ■ Sales and Marketing ■ Distribution ■ Energy Solutions ■ Telecom ■ Corporate and Business Development 			
Occupational health and safety	x	<ul style="list-style-type: none"> ■ All business areas, especially Power Generation and Distribution 			
Talent search and development of employees	x	<ul style="list-style-type: none"> ■ All business areas 			
Modern communication infrastructure	x	<ul style="list-style-type: none"> ■ Telecom ■ Corporate and Business Development 			

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General standard disclosure					
		Document	Page	Comments and additional information	External assurance
Identified material aspects and boundaries					
G4-21	Aspect boundaries: Aspects that are material outside the organization	ASR 2016	Page 61		-
	Aspect			Relevant outside ewz	Stakeholder groups affected
	Security of supply	x			<ul style="list-style-type: none"> ■ Customers ■ Suppliers
	Investment in renewable energies	x			<ul style="list-style-type: none"> ■ Owners (city council, communal council, and populace) ■ Population (local population) ■ Politics
	Innovation	x			<ul style="list-style-type: none"> ■ Customers ■ Business partners (start-ups etc.) ■ Educational and research institutions
	Sustainable products and services	x			<ul style="list-style-type: none"> ■ Owners (city council, communal council, and populace) ■ Competitors ■ Customers ■ Associations and NGOs (VUE)
	Energy efficiency among customers	x			<ul style="list-style-type: none"> ■ Customers ■ Politics ■ Suppliers
	Environmental management	x			<ul style="list-style-type: none"> ■ All stakeholder groups
	Stakeholder engagement	x			<ul style="list-style-type: none"> ■ All stakeholder groups
	Customers	x			<ul style="list-style-type: none"> ■ Customers ■ Politics ■ Media
	Occupational health and safety	x			<ul style="list-style-type: none"> ■ Employees ■ Suppliers ■ Authorities (executive branch)
	Talent search and development of employees	x			<ul style="list-style-type: none"> ■ Educational and research institutions ■ Authorities (executive branch)
	Modern communication infrastructure	x			<ul style="list-style-type: none"> ■ Customers ■ Owners (city council, communal council, and populace)
G4-22	New calculations based on structural changes or changed assessment procedures	ASR 2016	Page 61		-
G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries	ASR 2016	Page 61	<ul style="list-style-type: none"> ■ The content of the topics "Energy efficiency at ewz" and "Environmental protection" has now been merged into "Environmental management" ■ The communication infrastructure and power distribution are now discussed separately in "Modern communication infrastructure" and "Security of supply" ■ "Innovation management" has been renamed "Innovation" ■ The aspect boundaries have been adjusted in line with these changes 	-

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General standard disclosure					
		Document	Page	Comments and additional information	External assurance
Stakeholder engagement					
G4-24	List of stakeholder groups engaged	ASR 2016	Page 61	ewz regularly invites representatives of all its stakeholder groups to help refine sustainability at ewz. At the Stakeholder Forum in 2016, these were: <ul style="list-style-type: none"> ■ Business customers ■ Business partners ■ Research and educational institutions ■ Authorities (executive branch) ■ Associations and NGOs ■ Local population ■ Suppliers 	–
G4-25	Basis for identification and selection of stakeholders with whom to engage	ASR 2016	Page 61	People and representatives of organizations that have direct contact with ewz or are affected by its business activities are engaged. The aspect boundaries with the stakeholders concerned as listed above are the basis for selection of the stakeholders to be engaged with.	–
G4-26	Approach to stakeholder engagement	ASR 2016	Page 61	The content of this report is based on the sustainability management concept produced in 2014. This concept is continually refined. In 2016 ewz incorporated the opinions of 16 representatives of different stakeholder groups that took part in the Stakeholder Forum in 2016. The Executive Board has reviewed the matrix from the perspective of in-house strategy and made individual adjustments.	–
G4-27	Key topics and concerns that have been raised through stakeholder engagement	ASR 2016	Page 61	External stakeholders, most notably business customers, are showing increasing interest in the topic of energy efficiency. The “new” topics, such as digitization, smart-X, electro-mobility, and big data remain extremely important to stakeholders, and they are keen for ewz to show huge commitment to innovation. Opportunity and risk management remains an important issue. For external stakeholders, this topic has lost some relevance compared to other topics. From the perspective of in-house strategy, the topics of “Talent search and development of employees” and “Modern communication infrastructure” have become priorities.	–

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General standard disclosure					
		Document	Page	Comments and additional information	External assurance
Report profile					
G4-28	Reporting period	ASR 2016	Page 62	January 1, 2016 to December 31, 2016	-
G4-29	Date of most recent report			May 10, 2016	-
G4-30	Reporting cycle	ASR 2016	Page 62	Annually	-
G4-31	Contact point for questions regarding the report or its contents	ASR 2016	Page 62		-
G4-32	"In accordance" option chosen, GRI Index	ASR 2016	Page 60, 61	"Core"	-
G4-33	Policy and current practice with regard to seeking external assurance for the report			No external assurance by a third party was undertaken for this report.	-
Governance					
G4-34	Governance structure of the organization	ASR 2016	Page 4, 12, 13, 17	The way in which sustainability is embedded into executive management ensures that objectives are set for the priority topics and are driven forward with the requisite measures. The Sustainability Board has been moved up to a higher level and integrated into the Executive Board. The latter determines the strategy and objectives and as such defines the substantive direction of the four dimensions of sustainability: society, the environment, the economy, and politics. The sustainability team drives forward implementation of the company-wide sustainability objectives.	-
Ethics and integrity					
G4-56	Values, principles, standards and norms of behavior	ASR 2016	Page 46, 47	ewz is committed to the European Charter for Equality of Women and Men in Local Life.	-

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Specific standard disclosures				
Material topics	Management approach and indicators	Document	Page	External assurance
Security of supply	GRI aspect: Access GRI indicator: EU29	ASR 2016	Page 16, 17, 24	-
Reliability of the distribution grid of the city of Zurich		Average 2012 to 2016		
	Average interruption duration, SAIDI ¹	in minutes per capita and year		9.7
	Average interruption-free time, SAIFI ¹	in years per capita		7.6
	Average interruption duration, CAIDI ¹	in minutes per interruption		86
	Unplanned, untimely and undelivered power	in kWh per capita		0.36
Investment in renewable energies	GRI aspect: - GRI indicator: - ewz indicator: Cost-effective production strategy	ASR 2016	Page 16, 17, 22, 23	-
Innovation	GRI aspect: - GRI indicator: - ewz indicator: Number of projects that pass Gate 1	ASR 2016	Page 16, 17, 28	-
Sustainable products and services	GRI aspect: Products and services GRI indicator: - ewz indicator 1: Sales of naturemade star products ewz indicator 2: Thermal energy sales	ASR 2016	Page 16, 17, 25, 31	-
Customers' energy efficiency	GRI aspect: Products and services GRI indicator: EN27 A company's electricity costs can be reduced with the efficiency bonus from ewz. The efficiency bonus is a so far unique support tool for improving energy efficiency in Switzerland. As a prerequisite, an agreement on efficiency improvement targets must be concluded with the canton or federal government or with industry organizations engaged by federal government. At present, 31 % of electricity sales made by ewz in Switzerland come under the efficiency bonus.	ASR 2016	Page 16, 17, 30	-
ewz.effizienzbonus			2015	2016
	Development grants ewz.effizienzbonus ²	in CHF million	15.5	15.2 →
	Electricity consumption to which ewz.effizienzbonus was granted	in MWh	1,180,272	1,177,706 →
Environmental management	GRI aspect: Energy GRI indicator: - Omissions: The organization is striving for EN5 as an indicator. Parts of EN5 will be reported on in ASR 2017.	ASR 2016	Page 16, 17, 23, 40, 41	-
Stakeholder engagement	GRI aspect: Local communities GRI indicator: SO1	ASR 2016	Page 16, 17, 36, 37	-
Customers	GRI aspect: Labeling of products and services GRI indicator: PR5	ASR 2016	Page 16, 17, 35	-

¹ Indicators of reliability defined in the IEEE international standard: On a five-year average, a client must expect every 7.6 years that there will be an unplanned interruption (SAIFI) of 9.7 minutes (SAIDI). An individual interruption in the service area lasts on average 86 minutes (CAIDI).

² Directly supplied customers in the supply area of Zurich and Grisons

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Specific standard disclosures								
Material topics	Management approach and indicators	Document	Page	External assurance				
Occupational health and safety	<p>GRI aspect: Occupational health and safety GRI indicator: LA6</p> <p>Omissions: No breakdown by region or sex. Case numbers of external employees and independent contractors operating on site and a detailed list of the nature of injuries are not reported.</p> <p>Serious accidents tend to take place in more challenging types of physical work – areas which are dominated by men. Contractors and sub-contractors are not exposed to high-risk activities, such as new plant construction. External employees are used to laying telecommunications lines. They do not appear in ewz's statistics, but rather in those of the construction partner. Rules: Central Office for Statistics under the Federal Act on Accident Insurance. Trips are the most common type of accident. The most common injuries in occupational accidents in 2016 concern bruises and ruptures. Near misses are actively reported as part of ewz's safety management.</p>	ASR 2016	Page 48, 49	–				
				2012	2013	2014	2015	2016
	Full-time equivalents ¹ (FTE)	Number		1,087	1,123	1,128	1,145	1,132
	Number of occupational accidents (OAs)	Number		31	48	53	55	41
	Number of days lost to OAs	Days ²		206	175	238	259	277
	Injury rate in OAs	Number of OAs/ 1,000 FTE		29	43	47	48	36
	Absentee rate from OAs	Days/1,000 FTE		189	156	211	226	245
	Lost day rate from OAs	Days/no. of OAs		6.6	3.6	4.5	4.7	6.8
	Number of work-related fatalities	Number		0	0	0	0	0
	Number of non-occupational accidents (NOAs)	Number		157	173	179	170	155
	Number of days lost to NOAs	Number		839	759	871	974	552
	Injury rate in NOAs	Number of NOAs/ 1,000 FTE		144	154	159	148	137
	Absentee rate from NOAs	Days/1,000 FTE		771	675	772	850	488
	No cases of occupational illness were recorded in 2016.							
Talent search and development of employees	<p>GRI aspect: – GRI indicator: –</p> <p>Omissions: Selection of a suitable indicator is planned for 2017.</p>	ASR 2016	Page 46, 47	–				
Modern communication infrastructure	<p>GRI aspect: – GRI indicator: –</p> <p>Omissions: Selection of a suitable indicator is planned for 2017.</p>	ASR 2016	Page 34	–				

¹ Whereby two people working 50% of standard working hours equal one full-time equivalent.

² One lost day equals 8.4 hours.