

GRI Report 2015



GRI Report 2015¹

The page numbers relate to ewz's "Committed to the future – Annual and Sustainability Report 2015" (ASR 2015)

General standard disclosures							
	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 2015	Page 5 – 8		–		
G4-2	Opportunities and risks	ASR 2015	Page 49		–		
Organizational profile							
G4-3	Name of the organization	ASR 2015	Page 2, 41		–		
G4-4	Primary brands, products and services	ASR 2015	Page 2, 3, 30		–		
G4-5	Headquarters		The headquarters of ewz are in Zurich.		–		
G4-6	Countries where the organization operates	ASR 2015	Page 3		–		
G4-7	Ownership and legal form	ASR 2015	Page 41		–		
G4-8	Markets	ASR 2015	Page 3		–		
G4-9	Scale of the organization	ASR 2015	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 employees who are directly employed by ewz.		–		
			2011	2012	2013	2014	2015
	Number of employees	Number	1,098	1,141	1,176	1,188	1,202
	Number of female employees	Number	180	206	215	208	216
	Number of male employees	Number	918	935	961	980	986
	Proportion of women	%	16.4%	18.1%	18.3%	17.5%	18.0%
	Number of permanent employees	Number	1,042	1,075	1,099	1,127	1,136
	Number of temporary employees	Number	56	66	77	61	66
	Number of apprentices and interns	Number	45	43	46	54	54
	Number of full-time employees	Number	970	1,001	1,029	1,023	1,036
	Number of female full-time employees	Number	107	123	126	113	120
	Number of male full-time employees	Number	863	878	903	910	916
	Number of part-time employees	Number	128	140	147	165	166
	Proportion of part-time employees	%	11.7%	12.3%	12.5%	13.9%	13.8%
	Number of female part-time employees	Number	73	83	89	95	96
	Number of male part-time employees	Number	55	57	58	70	70
	Proportion of part-time employees who are female	%	40.6%	40.3%	41.4%	45.7%	44.4%
	Number of employees in Zurich	Number	982	1,025	1,060	1,073	1,088
	Number of employees in central Grisons and Bregaglia	Number	116	116	116	115	114
	Women in management positions	Number	14	15	15	19	25
	Number of external employees bound by directives	Number	–	–	–	–	62
	Total workforce	Number	–	–	–	–	1,264
	Coverage ratio of municipal pension fund	%	108.9%	110.8%	113.8%	118.2%	109.3%
	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)

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General standard disclosures					
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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 2015	Page 50		–
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or supply chain			There were no significant changes in this respect in 2015.	–
G4-14	Precautionary approach or principle	ASR 2015	Page 5, 9–11		–
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 founding member of and represented on the Management Board 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 and eco-power.	–
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 the renewable, environmental friendliness of energy in Switzerland ■ "Energieforschung Stadt Zürich" (Energy research in the city of Zurich), the ten-year project of the 2000-Watt Society ■ Action Jam, the Swiss corporate innovation network for large firms 	–
EU1	Installed capacity broken down by primary energy source and by regulatory regime	ASR 2015	Page 3, 40		–
EU2	Net energy output broken down by primary energy source and by regulatory regime	ASR 2015	Page 3, 40		–
EU3	Number of residential, industrial, institutional, and commercial customer accounts	ASR 2015	Page 31		–
EU4	Length of above and underground transmission and distribution lines by regulatory regime	ASR 2015	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 disclosures				
	Document	Page	Comments and additional information	External assurance
Identified material aspects and boundaries				
G4-17	Consolidated companies		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		<p>Process for defining the report content 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 first Stakeholder Forum in 2015, at which 13 representatives of environmental organizations, scientific institutions, businesses, and municipalities spent a half-day discussing sustainability issues. In all, 11 key sustainability themes were identified.</p> <p>Process for determining aspect boundaries 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 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: Over the course of the process, 46 sustainability themes spanning the economy, the environment, society and politics were identified and evaluated. 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 2015	Page 12	–
	In its business activities, ewz spans almost the entire energy supply value chain. Stakeholders have interests the whole length of this chain, from the sustainable production of electricity, heating and cooling, investments in renewables, and security of supply to innovation, the offering of environmentally friendly products and services, and energy.			

General standard disclosures

	Document	Page	Comments and additional information	External assurance
Identified material aspects and boundaries				
G4-20		–		–
Aspect boundaries: Aspects that are material within the organization				
Aspect	Relevant within ewz	Business areas that control this topic	Stakeholder groups affected	
Security of supply		<ul style="list-style-type: none"> ■ Distribution networks ■ Energy production ■ Energy industry ■ Energy services ■ Telecom 	<ul style="list-style-type: none"> ■ Customers ■ Suppliers 	
Investment in renewable energies		<ul style="list-style-type: none"> ■ Energy production ■ Energy services ■ Services 	<ul style="list-style-type: none"> ■ Owners (communal council, municipal council and population) ■ Population (local population) ■ Politics 	
Innovation management		<ul style="list-style-type: none"> ■ All business areas 	<ul style="list-style-type: none"> ■ Customers ■ Business partners (start-ups etc.) ■ Educational and research institutions 	
Sustainable products and services		<ul style="list-style-type: none"> ■ All business areas 	<ul style="list-style-type: none"> ■ Owners (communal council, municipal council and population) ■ Competitors ■ Customers ■ Associations and NGOs (VUE) 	
Energy efficiency among customers		<ul style="list-style-type: none"> ■ Market and customers ■ Energy services 	<ul style="list-style-type: none"> ■ Customers ■ Politics ■ Suppliers 	
Energy efficiency at ewz		<ul style="list-style-type: none"> ■ Energy production ■ Distribution networks ■ Services 	<ul style="list-style-type: none"> ■ Suppliers 	
Environmental protection		<ul style="list-style-type: none"> ■ Energy production 	<ul style="list-style-type: none"> ■ Associations and NGOs (VUE) ■ Population (local population) 	
Environmental management		<ul style="list-style-type: none"> ■ All business areas 	<ul style="list-style-type: none"> ■ Business partners ■ Investments ■ Suppliers ■ Associations and NGOs 	
Stakeholder engagement		<ul style="list-style-type: none"> ■ All business areas 	<ul style="list-style-type: none"> ■ All stakeholder groups 	
Customers		<ul style="list-style-type: none"> ■ Services ■ Market and customers ■ Distribution networks ■ Energy services ■ Telecom 	<ul style="list-style-type: none"> ■ Customers ■ Politics ■ Media 	
Opportunity and risk management		<ul style="list-style-type: none"> ■ All business areas, especially Services and Energy Trading 	<ul style="list-style-type: none"> ■ Owners (communal council, municipal council and population) 	
Occupational health and safety		<ul style="list-style-type: none"> ■ All business areas, especially Energy Production and Distribution Systems 	<ul style="list-style-type: none"> ■ Employees ■ Suppliers ■ Authorities (executive branch) 	

General standard disclosures

	Document	Page	Comments and additional information	External assurance
Identified material aspects and boundaries				
G4-21	Aspect boundaries: Aspects that are material outside the organization	–		–
	Aspect	Relevant outside ewz	Business areas that control this topic	Stakeholder groups affected
	Security of supply		<ul style="list-style-type: none"> ■ Distribution networks ■ Energy production ■ Energy industry ■ Energy services ■ Telecom 	<ul style="list-style-type: none"> ■ Customers ■ Suppliers
	Investment in renewable energies		<ul style="list-style-type: none"> ■ Energy production ■ Energy services ■ Services 	<ul style="list-style-type: none"> ■ Owners (communal council, municipal council and population) ■ Population (local population) ■ Politics
	Innovation management		<ul style="list-style-type: none"> ■ All business areas 	<ul style="list-style-type: none"> ■ Customers ■ Business partners (start-ups etc.) ■ Educational and research institutions
	Sustainable products and services		<ul style="list-style-type: none"> ■ All business areas 	<ul style="list-style-type: none"> ■ Owners (communal council, municipal council and population) ■ Competitors ■ Customers ■ Associations and NGOs (VUE)
	Energy efficiency among customers		<ul style="list-style-type: none"> ■ Market and customers ■ Energy services 	<ul style="list-style-type: none"> ■ Customers ■ Politics ■ Suppliers
	Energy efficiency at ewz		<ul style="list-style-type: none"> ■ Energy production ■ Distribution networks ■ Services 	<ul style="list-style-type: none"> ■ Suppliers
	Environmental protection		<ul style="list-style-type: none"> ■ Energy production 	<ul style="list-style-type: none"> ■ Associations and NGOs (VUE) ■ Population (local population)
	Environmental management		<ul style="list-style-type: none"> ■ All business areas 	<ul style="list-style-type: none"> ■ Business partners ■ Investments ■ Suppliers ■ Associations and NGOs
	Stakeholder engagement		<ul style="list-style-type: none"> ■ All business areas 	<ul style="list-style-type: none"> ■ All stakeholder groups
	Customers		<ul style="list-style-type: none"> ■ Services ■ Market and customers ■ Distribution networks ■ Energy services ■ Telecom 	<ul style="list-style-type: none"> ■ Customers ■ Politics ■ Media
	Opportunity and risk management		<ul style="list-style-type: none"> ■ All business areas, especially Services and Energy Trading 	<ul style="list-style-type: none"> ■ Owners (communal council, municipal council and population)
	Occupational health and safety		<ul style="list-style-type: none"> ■ All business areas, especially Energy Production and Distribution Systems 	<ul style="list-style-type: none"> ■ Employees ■ Suppliers ■ Authorities (executive branch)

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	Document	Page	Comments and additional information	External assurance
Identified material aspects and boundaries				
G4-22	Restatements of information provided in previous reports		<ul style="list-style-type: none"> ■ G4-10: "Full time" refers to 100 % of standard working hours; "part time" is anything below that. Full-time and part-time working data include all permanent employees, apprentices and interns. ■ Occupational health and safety: Case numbers include apprentices and interns. Case numbers do not include relapses in subsequent years. 	–
G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries		<ul style="list-style-type: none"> ■ "Customer satisfaction" has been renamed "Customers" ■ "Environmentally friendly products and services" has been renamed "Sustainable products and services" ■ The content of "Minimization of environmental impact" has been simplified into "Environmental protection" and "Environmental management" ■ "Energy efficiency at customers" is discussed under "Sustainable products and services" ■ "Talent acquisition and development of employees" has been renamed "Talent search and development of employees" ■ "Corporate governance" is discussed under "Organization" ■ "Broadband supply for Zurich" has been expanded into "Modern network and communications infrastructure" ■ The aspect boundaries have been adjusted in line with these changes 	–
Stakeholder engagement				
G4-24	List of stakeholder groups engaged		<p>ewz regularly invites representatives of all its stakeholder groups to help refine sustainability at ewz. At the Stakeholder Forum 2015, these were:</p> <ul style="list-style-type: none"> ■ Research and educational institutions ■ Authorities (executive branch) ■ Associations and NGOs ■ Trade unions ■ Local population ■ Suppliers 	–
G4-25	Basis for identification and selection of stakeholders with whom to engage		<p>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.</p>	–
G4-26	Approach to stakeholder engagement		<p>The content of this report is based on the sustainability management concept produced in 2014. ewz refined the concept in 2015 and incorporated the opinions of the 13 representatives of different stakeholder groups that took part in the Stakeholder Forum 2015. The opinions of 21 employees on a representative employee committee</p>	–

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		Document	Page	Comments and additional information	External assurance
Stakeholder engagement					
G4-27	Key topics and concerns that have been raised through stakeholder engagement			<p>External stakeholders are showing increasing interest in “new” topics such as digitalization, smart-X, electromobility and big data. They are drawing attention to differences compared with other market participants and are seeking differentiation. External stakeholders also want ewz to demonstrate increased willingness to accept risk in the market. In view of the large number of topics at ewz, it was recommended that, for example, staff-related themes be combined. Regulatory requirements, such as risk management, governance, occupational safety and other internal matters are very important to ewz’s employees – its internal stakeholders. These are topics that are highly relevant for their work. Both internal and external stakeholders questioned how the issue of broadband supply fitted into sustainability. Information on the following topics was lacking:</p> <ul style="list-style-type: none"> ■ Electromobility ■ Data protection and security ■ Withdrawal from nuclear power ■ Climate change 	–
Report profile					
G4-28	Reporting period	ASR 2015	Page 67	January 1, 2015 to December 31, 2015	–
G4-29	Date of most recent report			May 5, 2014	–
G4-30	Reporting cycle	ASR 2015	Page 67	Annually	–
G4-31	Contact point for questions regarding the report or its contents	ASR 2015	Page 70		–
G4-32	“In accordance” option that the organization has chosen, GRI Content Index	ASR 2015	Page 68, 69	“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 2015	Page 6, 7, Page 12, 41	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, made up of members of the Executive Board, 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			ewz is committed to the European Charter for Equality of Women and Men in Local Life and the swisscleantech Charter.	–

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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 2015	Page 38, 39	-
Investment in renewable energies	GRI aspect: - GRI indicator: - ewz indicator: Net energy output from renewable sources	ASR 2015	Page 16	-
Innovation management	GRI aspect: - GRI indicator: - ewz indicator: Number of innovation management training sessions and events	ASR 2015	Page 22	-
Sustainable products and services	GRI aspect: Products and services GRI indicator: - ewz indicator 1: Sales of <i>naturemade star</i> products ewz indicator 2: Thermal energy sales	ASR 2015	Page 23-25	-
Energy efficiency among customers	GRI aspect: Products and services GRI indicator: EN27	ASR 2015	Page 25	-
Energy efficiency at ewz	GRI aspect: Energy GRI indicator: - Omissions: The organization is striving for EN5 as an indicator. Parts of EN5 will be reported on in 2017.	ASR 2015	Page 46	-
Environmental protection/ environmental management	GRI aspect: Biodiversity GRI indicator: EN12	ASR 2015	Page 17, 46-48	-
Stakeholder engagement	GRI aspect: Local communities GRI indicator: S01	ASR 2015	Page 32	-
Customers	GRI aspect: Labeling of products and services GRI indicator: PR5	ASR 2015	Page 31	-
Opportunity and risk management	GRI aspect: - GRI indicator: - Omissions: A suitable indicator will be selected in 2016.	ASR 2015	Page 49	-
Occupational health and safety	GRI aspect: Occupational health and safety GRI indicator: LA6 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 missing. 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 lay telecommunications lines. They appear not 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. Fractures and ruptures are the most common types of injury in occupational accidents. Near misses are actively reported as part of ewz's safety management.	ASR 2015	Page 55	-

Specific standard disclosures

		2011	2012	2013	2014	2015
Full-time equivalents ¹ (FTE)	Number	1,048	1,087	1,123	1,128	1,145
Number of occupational accidents (OAs)	Number	54	31	48	53	55
Number of days lost to OAs	Days ²	273	206	175	238	259
Injury rate in OAs	Number of OAs/1,000 FTE	52	29	43	47	48
Absentee rate from OAs	Days/1,000 FTE	261	189	156	211	226
Lost day rate from OAs	Days/no. of OAs	5.1	6.6	3.6	4.5	4.7
Number of work-related fatalities		0	0	0	0	0
Number of non-occupational accidents (NOAs)	Number	170	157	173	179	170
Number of days lost to NOAs	Number	618	839	759	871	974
Injury rate in NOAs	Number of NOAs/1,000 FTE	162	144	154	159	148
Absentee rate from NOAs	Days/1,000 FTE	590	771	675	772	850

No cases of occupational illness were recorded in 2015.

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

² One lost day equals 8.4 hours.