

Lehi-ODS Category	Q#	SDG Target	GRI Topic Specific Standard	Question	Possible Answers
People (Employees)	1	3.2	401-2	Health benefits offered to the majority of our employees include: <i>choose all answers that apply</i>	Nothing specific
					Life Insurance
					Disability Coverage
					Accident insurance
					Private Dental Insurance
					Private Health Insurance
	2	3.3	403-10	% of employees having suffered work-related ill health in the last year: <i>choose only 1 answer</i>	Less than 5%
					6-20%
					21-40%
					41-60%
					61-80%
					81-100%
	3	3.3	403-9	% of employees having suffered work-related injuries in the last year: <i>choose only 1 answer</i>	Less than 5%
					6-20%
					21-40%
					41-60%
					61-80%
					81-100%
	4	3.5	403-6	The training offered to employees on health and safety issues includes: <i>choose all answers that apply</i>	Nothing specific
					Brief training upon joining
					Yearly training for all employees
					Specific training by work area
	5	3.2	401-2	The social benefits our company offers to employees include: <i>choose all answers that apply</i>	Nothing specific
					Kindergarden (voucher)
					Lunch (voucher)
					Transport (voucher)
					Discount on the company's products
					General wellness services
	6	5.1	405-1	To avoid inequalities between women/men, management analyzes information about: <i>choose all answers that apply</i>	Remuneration (salary)
					Remuneration by professional category
					Social and health benefits
					Investment in training courses
					Professional promotion
					None of the above
	7	5.1	405-2	The difference between the average gross annual salary of men and women is: <i>choose only 1 answer</i>	No difference
					1-10%
					11-20%
					21-30%
					Over 30%
					Not available
	8	5.1	405-1	Women make up over 40% of: <i>choose all answers that apply</i>	High management staff
					Middle managers
					Direct labor
					Indirect labor
					Total staff
					None of the above
	9	5.1	406-1	Company policies on equality are specified in: <i>choose all answers that apply</i>	Nothing specific
					Equality plan
					Harassment and discrimination protocol

					Hiring process
	10	8.5	401-3	For family/life and work balance we have: <i>choose all answers that apply</i>	Nothing specific
					What the law says
					Additional time flexibility
					Work from home some days a week
					No extra hours/overtime
					Individually defined plans
	11	8.5	401-2	To avoid inequalities between permanent and temporary employees, management analyzes information about: <i>choose all answers that apply</i>	Remuneration (salary)
					Remuneration by professional category
					Social and health benefits
					None of the above
	12	8.5	404-1	For employee training we do: <i>choose all answers that apply</i>	Nothing specific
					Training plan for everybody
					Allocate an annual budget
					Training in external work issues
					External training demanded by the employee
					Internal promotion plan
	13	8.5	404-1	The average annual training hours (h) per employee is: <i>choose only 1 answer</i>	Less than 25h
					Between 25 and 50 h
					Between 50 and 100h
					More than 100h
	14	8.2	201-3	Employee participation in company's profits: <i>choose all answers that apply</i>	Nothing specific
					Profit bonus for managers
					Profit bonus for other employees
					Corporate ownership by managers
					Corporate ownership by other employees
					Corporate ownership by more than 50% of the total staff
	15	8.8	402-1	Employees participate in the decision-making of: <i>choose all answers that apply</i>	Nothing specific
					Most management decisions
					Human resources issues
					Non-strategic actions
Relationships within the local community					
Solidarity action of the company					
16	8.5	405-1	We promote the training of local young people by: <i>choose all answers that apply</i>	Offering internships and End-of-Degree/Masters projects	
				Prioritizing their hiring	
				Prioritizing the vulnerable/disadvantaged	
				Nothing specific	
17	10.3	406-1	The "non-discrimination" and diversity policy in the company is realized in: <i>choose all answers that apply</i>	People with disabilities in the workforce	
				People from vulnerable/disadvantaged groups in the workforce	
				Special prices for vulnerable/disadvantaged groups	
				Use of 2 co-official languages	
				More than 20% foreign employees	
				Nothing specific	
Production Process	18	7.2	302-1	The measures we take to increase renewable energy	No measures
					Renewable energy production

			consumption are: <i>choose all answers that apply</i>	Electricity use from renewable sources
				Reduction of gas/gasoil consumption
19	7.2	302-1	% of total energy from renewable sources: <i>choose only 1 answer</i>	I don't know
				0
				1-25%
				26-50%
				51-75%
				76-100%
20	7.3	302-4	Over the past 3 years, measures taken to improve energy efficiency include: <i>choose all answers that apply</i>	No measures
				Very efficient machinery
				Consumption monitoring
				Efficient lighting
				Annual budget in efficiency
				Other efficiency measures
21	12.2	301-1	Actions taken to reduce raw material consumption include: <i>choose all answers that apply</i>	Key RM monitoring
				Investment in fixed assets
				Annual budget in efficiency
				Efficiency improvement identification
				Eco-design process
				None of the above
22	12.2	301-1	In the last 3 years we have managed to reduce the consumption of raw materials: <i>choose only 1 answer</i>	No
				Yes, but slightly
				Yes, in some raw materials
				Yes, in most raw materials
23	12.2	301-1	% of raw materials from sustainable or recycled sources: <i>choose only 1 answer</i>	0-5%
				6-35%
				36-70%
				71-100%
24	12.4	306-2	Actions taken to manage and minimize waste include: <i>choose all answers that apply</i>	Waste management protocol
				Investments to recover/recuperate residue
				Revaluation of residue
				Collaboration with waste management companies
				Residue monitoring
				None of the above
25	13.1	201-2	The % of annual turnover from more sustainable products developed over the past 5 years is: <i>choose only 1 answer</i>	0-5%
				6-20%
				21-40%
				More than 40%
26	13.1	305-1	We calculate emissions: <i>choose all answers that apply</i>	Direct from the manufacturing process
				Derived from electricity consumption
				Of the product distribution
				Of suppliers
				Of the employees' business trips
				None of the above
27	13.1	305-5	We offset emissions: <i>choose all answers that apply</i>	Direct from the manufacturing process
				Derived from electricity consumption
				Of the product distribution
				Of suppliers

					Of the employees' business trips
					None of the above
	28	15.1	301-1	The % of wood and cardboard of sustainable (FSC, PEFC,...) and recycled origin is: <i>choose only 1 answer</i>	We do not use wood or cardboard
					0
					1-25%
					26-50%
					51-75%
					76-100%
	29	15.1	303-3	Over the past 3 years, water conservation measures have included: <i>choose all answers that apply</i>	Consumption efficiency
					Rainwater collection
					Treatment of water used
					Reuse of water used
					Monitoring of water consumed
					None of the above
	30	15.1	304-1	The measures taken by the company for environmental protection and conservation include: <i>choose all answers that apply</i>	Donations to conservation entities
					Creation of green zones in our local area
					Tree planting program
					We comply with the law
Customers & Suppliers	31	8.8	414-1	Our supplier policy provides for: <i>choose all answers that apply</i>	Socio-environmental audits
					Local supplier prioritization
					Involvement in collaborations & shared developments
					Price and quality prioritization
					Sustainability prioritization
					None of the above
	32	8.3	204-1	% of purchase from independent local suppliers (<200Km) is: <i>choose only 1 answer</i>	Below 20%
					21-40%
					41-60%
					61-80%
					Above 80%
					I don't know
	33	9.1	201-1	The % annual turnover from products developed in the last 5 years is: <i>choose only 1 answer</i>	0-5%
					6-20%
					21-40%
					More than 40%
	34	9.5	201-1	In the last 5 years we have collaborated on R&D projects with: <i>choose all answers that apply</i>	Technological Centers and Universities
					Other companies from the industry
					Environmental companies
					Suppliers (except the above)
					Customers
					None of the above
	35	9.5	201-1	Over the past 5 years our R&D projects have focused on: <i>choose all answers that apply</i>	Product lifecycle
					Digital transformation
					Optimizing the use of natural resources
					Sustainable manufacturing
					Inclusive jobs
					None of the above
	36	10.3	406-1	We collaborate with companies that employ mostly people with	Hiring
					Job adaptation

			disabilities or exclusion for: <i>choose all answers that apply</i>	Outsourcing
				Collaboration in their training
				I have not thought about it
				Nothing specific
	37	12.2	301-2	Actions taken to reduce the impact of product life include: <i>choose all answers that apply</i>
				Longer product life
				Afterlife recovery program
				Ecodesign to reduce end user waste
				Service/repair process
				Lifecycle analysis
				None of the above
	38	12.8	417-1	We have carried out environmental certification processes with: <i>choose all answers that apply</i>
				ISO 14001
				Environmental Product Declaration
				Cradle to Cradle
				None of the above
	39	12.8	417-1	The % of sales that come from products/services with environmental certifications is: <i>choose only 1 answer</i>
				0-5%
				6-35%
				36-70%
				71-100%
	40	12.2	308-2	We work with suppliers to reduce the environmental impact: <i>choose all answers that apply</i>
				No. We trust their work
				We cannot. All suppliers are large companies
				We ask SMEs for data
				We collaborate in the efficiency of the SMEs
				We help SMEs in design
				We audit their efficiency
	41	15.1	301-1	We have taken the following sustainability measures in packaging: <i>choose all answers that apply</i>
				Redesign to reduce volume
				Reduction of packaging consumption
				Elimination of plastics
				Sustainable or recycled materials
				Instructions for the customer to recycle/recuperate
				None of the above
Community (Social)	42	16.3	205	To prevent corruption and bribery we have: <i>choose all answers that apply</i>
				Internal financial audits
				Formalized ethical code
				Training for employees
				Formalized reporting policy
				Compliance manual
				Nothing specific
	43	4.4	404-1	We have an ongoing collaboration with: <i>choose all answers that apply</i>
				Nothing specific
				Schools
				Further education colleges
				Universities
	44	4.4	404-1	This collaboration includes: <i>choose all answers that apply</i>
				Nothing specific
				Factory visits
				Company internships
				End-of-Degree/Masters projects at the company
				Doctoral thesis at the company
				Contests/challenges for the students
	45	4.4	404-1	We additionally collaborate: <i>choose all answers that apply</i>
				Nothing specific
				With job offers to students
				With education grants

				Teaching at educational centers
46	10.3	401-1	We collaborate with social projects in: <i>choose all answers that apply</i>	Poverty reduction
				Child education
				Sports sponsorship
				Employee proposals
				Employee volunteering
				Nothing specific
47	11.2	413-1	We support the development of our local community by: <i>choose all answers that apply</i>	Nothing specific
				Donating to social entities
				Searching for social projects to support
				Allocating an annual budget
				Financing specific areas
48	11.6	203-1	Measures taken to reduce pollution from commuting include: <i>choose all answers that apply</i>	Aligning donations and company strategy
				No measures
				Awareness-raising actions
				Facilitating work from home
				Carsharing or carpooling programs
				Incentive to use bicycle or public transport
49	11.3	415-1	We collaborate with the following entities: <i>choose all answers that apply</i>	More sustainable company-cars
				Cluster / Business Associations
				Other companies from the industry
				Competitors
				Public Administration
				Strategic alliances with some of the above
50	11.6	304-2	At least 20% of sales come from products/services that clearly contribute to: <i>choose all answers that apply</i>	None of the above
				Having more sustainable buildings
				Having safer buildings
				Having friendlier cities
				Giving new life to waste
				Reducing customer emissions
51	16.1	201-1	We communicate, in a public and transparent manner, information about: <i>choose all answers that apply</i>	None of the above
				Economic performance
				Social performance
				Environmental performance
				Company ownership
52	16.1	207-3	Company information is available: <i>choose all answers that apply</i>	None of the above
				To all staff
				On the web
				In monthly internal newsletter
				In annual internal newsletter
				Upon staff request
				None of the above