

GRI Index



GRI content index



GRI Index	Profile disclosure	UNGC	Reference CSR Report	External assurance
Strategy and analysis				
G4-1	Message from the CEO		Message from the CEO	No
G4-2	Key impacts, risks and opportunities		Hearing care market	No
Organizational profile				
G4-3	Name of the organization		This is Sonova	No
G4-4	Primary brands		Hearing care market	No
G4-5	Location of organizations headquarters		This is Sonova	No
G4-6	Number of countries where the organization operates		This is Sonova	No
G4-7	Nature of ownership and legal form		Organizational structure	No
G4-8	Markets served		Hearing care market	No
G4-9	Scale of the reporting organization		Reporting profile	No
G4-10	Employment	6	Investment in people	No
G4-11	Coverage collective bargaining agreements	3	Investment in people	No
G4-12	Organization's supply chain		Hearing care market	No
G4-13	Significant changes during the reporting period		Reporting profile	No
G4-14	Precautionary approach or principle		Message from the CEO	No
G4-15	External charters, principles, and		Ethics and integrity	No

	initiatives		
G4-16	Membership of organizations	Corporate Governance	No
Identified material aspects and boundaries			
G4-17	Entities included	Reporting profile: Entities	No
G4-18	Process for defining the report content and aspect boundaries	Sustainability program: Identification and Prioritization	No
G4-19	Material aspects identified	Sustainability program: Sustainability Landscape	No
G4-20	Aspects boundaries inside the organization	Sustainability program: Aspect boundaries	No
G4-21	Aspects boundaries outside the organization	Sustainability program: Aspect boundaries	No
G4-22	Restatements of information	Reporting profile: Restatements and significant changes	No
G4-23	Significant changes	Reporting profile: Restatements and significant changes	No
Stakeholder engagement			
G4-24	List of stakeholder groups	Stakeholder engagement: Open Dialog	No
G4-25	Identification	Stakeholder engagement: Open Dialog	No
G4-26	Engagement approach	Stakeholder engagement: Customers	No
G4-27	Key topics and concerns	Sustainability program: Identification and Prioritization	No
Report profile			
G4-28 – 31	Report profile	Reporting profile	No
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G4-32	GRI content index	GRI content index	No
Assurance			
G4-33	Assurance	Reporting profile	No
Governance structure and composition			
G4-34 – 41	Governance structure and composition	Corporate Governance	No
Highest governance body's role in setting purpose, value, and strategy			
G4-42	Highest governance body's and senior executives' roles	Corporate Governance	No
G4-43 – 47	Competencies and performance evaluation / risk management	Corporate Governance	No
Highest governance body's role in sustainability reporting			
G4-48	Highest committee or position	Corporate Governance	No
Remuneration and incentives			
G4-51 – 53	Remuneration and incentives	Compensation Report	Yes (AR)

Ethics and integrity				
G4-56 – 58	Ethics and integrity	1	Corporate Governance	No
Economic				
G4-EC1, 3	Economic performance		Financial Report	Yes (AR 132-138)
G4-EC8	Indirect economic impacts		Hearing care market	No
G4-EC9	Procurement practices		Hearing care market	No
Environmental				
G4-EN3 – 4, 6 – 7	Energy	7, 9	Safeguarding the environment	No
G4-EN8 – 9	Water	7	Safeguarding the environment	No
G4-EN15 – 19, 20 – 21	Emissions	7, 9	Safeguarding the environment	No
G4-EN23 – 24	Effluents and waste	8	Safeguarding the environment	No
G4-EN29	Compliance	8	Safeguarding the environment	No
G4-EN30	Transport	8	Safeguarding the environment	No
G4-EN32 – 33	Supplier environmental assessment	8	Safeguarding the environment	No
Social – Labor Practices and Decent Work				
G4-LA1	Employment	6	Investment in people	No
G4-LA4	Labor / management relations	3	Investment in people	No
G4-LA6	Occupational health and safety		Investment in people	No
G4-LA10 – 11	Training and education	6	Investment in people	No
G4-LA12	Diversity and equal opportunities	1	Investment in people	No
G4-LA14 – 15	Supplier assessment for labor practices	2	Ethics and integrity	No
Social – Human Rights				
G4-HR4	Freedom of association and collective bargaining	3	Ethics and integrity	No
G4-HR5 – 6	Child labor / forced or compulsory labor	4, 5	Ethics and integrity	No
G4-HR9 – 11	Supplier human rights assessment	1, 2	Ethics and integrity	No
Social – Society				
G4-S01	Local communities	1	Access to hearing care	No
G4-S03 – 4	Anti-corruption		Ethics and integrity	No
G4-S06	Public policy		Ethics and integrity	No
G4-S07	Anti-competitive behavior		Ethics and integrity	No
G4-S08	Compliance		Ethics and integrity	No

G4-S09	Supplier assessment for impacts on society	Ethics and integrity	No
Product Responsibility			
G4-PR1	Customer health and safety	Investment in people	No
G4-PR3, 5	Product and service labeling	Customer focused solutions	No
G4-PR8	Customer privacy	Ethics and integrity	No

UNCG = UN Global Compact Principle; AR = Annual Report