

ISCN and GRI Indices

of the

Sustainability Report
2011 – 2012



On the ETH Zurich Sustainability Report 2011 to 2012

As a Swiss-based university that is consistently high in the leading international university rankings, ETH Zurich is committed to playing a leading role in addressing the challenges of sustainable development on a national, European, and global scale. To strengthen its global role in this regard, ETH Zurich is a founding member of the International Sustainable Campus Network (ISCN) and has endorsed the ISCN-GULF Sustainable Campus Charter. In order to achieve high transparency for its stakeholders on the Institution's sustainability goals and achievements, ETH Zurich bases its sustainability reporting on the reporting guidelines of the ISCN-GULF charter as well as on the sustainability reporting guidelines disseminated by Global Reporting Initiative (GRI). The GRI is a nonprofit, multi-stakeholder organization that strives to provide companies with a systematic basis for disclosure regarding sustainability performance. The aim is to give stakeholders a framework that facilitates comparison and understanding of disclosed information. The ETH Zurich Sustainability Report 2011 to 2012, together with this Index, fulfill the requirements of the GRI-G3 reporting guidelines at Application Level B. This was checked and confirmed by GRI on June 11, 2013.

This index document provides the reader with references to where in the Sustainability Report 2011-2012 topics mentioned in the ISCN-GULF and the GRI reporting guidelines are discussed. While the ISCN-GULF Charter Reporting guidelines were developed specifically for sustainability reporting by universities and most of the topics mentioned in these guidelines are covered in the report, the GRI reporting guidelines are intended for use by organizations in very different sectors and are thus less fully applicable to sustainability disclosures in higher education. This means that it was neither possible nor meaningful to incorporate every GRI performance indicator into the format of this report. To focus our sustainability reporting on the most pertinent issues, we have conducted a systematic assessment of the relevance or "materiality" of all indicators in the GRI framework for our reporting. To achieve this, all GRI performance topics were assigned as possible content points for one of the chapters in our sustainability report section. An external specialist provided supported in assessing the importance of each of those topics from the perspective of stakeholder interests and with regard to relevance for ETH Zurich's strategic goals.

Topics that were found to be relevant both from a stakeholder perspective and with regard to ETH's own strategic priorities form the core of our sustainability report. Topics that were found to be relevant mainly from one of the two perspectives are discussed in less detail. The indicators reported on are discussed to the extent that data were available.

The ETH Zurich Sustainability Report 2011-2012 covers the years 2011 and 2012 and draws certain comparisons with previous years. There were no specific limitations on the scope and boundary of this report. Additionally, there are no concerns regarding re-statements, boundary changes, or other changes in operations or reporting practices since the previous report. No external assurance was sought, but the standards for internal monitoring and measurement systems were applied, which include external auditing in the case of financial data. Social and economic data presented cover all operations of ETH Zurich. Facility and environmental data are derived from its two campuses in Zurich—ETH Center and Hönggerberg—while smaller sites such as field research stations are not included in all key figures since meaningful data is not available and its impact on overall results would be negligible.

ISCN-GULF CHARTER REPORTING REFERENCE INDEX

For easy readability, this is the first time that ETH Zurich's ISCN-GULF Charter Report has been seamlessly integrated into the institution's sustainability report. The following reference tables provide information directly in the table or point to chapter titles and pages in the sustainability report to allow the readers particularly interested in ISCN reporting and comparability with corresponding reports of other universities to locate the relevant information.

Introduction and Profile

The organization:

- Name: ETH Zurich
- Location and regions/markets served: Imprint, 68; Introduction and Profile, 6-7
- Key Activities/Services: Introduction and Profile, 6-7
- Size: Introduction and Profile, 6-7
- Ownership/funding basis: Introduction and Profile, 6-7; Funding and Governance, 60-65

The report:

- This is the second ISCN-GULF Charter report by ETH Zurich
- Reporting period and boundary: Introduction and Profile, 6-7
- The report integrates both ISCN and GRI reporting into a comprehensive sustainability report
- Contact: Imprint, 68

Reporting against Principle 1: Buildings and their Sustainability Impacts

Principle 1: To demonstrate respect for nature and society, sustainability considerations should be an integral part of planning, construction, renovation, and operation of buildings on campus.

A sustainable campus infrastructure is governed by respect for natural resources and social responsibility, and embraces the principle of a low carbon economy. Concrete goals embodied in individual buildings can include minimizing environmental impacts (such as energy and water consumption or waste), furthering equal access (such as nondiscrimination of the disabled), and optimizing the integration of the built and natural environments. To ensure buildings on campus can meet these goals in the long term, and in a flexible manner, useful processes include participatory planning (integrating end-users such as faculty, staff, and students) and life-cycle costing (taking into account future cost-savings from sustainable construction).

Management Approach Principle 1

Management approaches related to the Principle 1 topics covering resource use, waste, recycling and emissions, and building design aspects are described within the Environmental GRI DMA included on page 14 of this document in addition to descriptions in chapters of the ETH Zurich Sustainability Report 2011-2012: Campus and Environment (pg. 48-57), Introduction and Profile (pg. 6-7).

Topics	Summary notes on goals and achievements	More detailed discussion in the report
RESOURCE USE		
Direct and indirect energy	Goals Box: Energy, 52	Campus and Environment, 53
Renewable energy	Goals Box: Energy, 53	Campus and Environment, 53
Building efficiency	Goals Box: Building Efficiency, 50	Campus and Environment, 50
Water	Goals Box: 57	Campus and Environment, 57
Material Consumption	Goals Box: Material Consumption, 55	Campus and Environment, 55
WASTE, RECYCLING, EMISSIONS		
Waste and Recycling (including hazardous waste handling)	Goals Box: Waste, 56	Campus and Environment, 56
Emission reduction	Goals Box: Emissions, 53	Campus and Environment, 53-54
BUILDING DESIGN ASPECTS		
Application of building standards	Goals Box: Building Efficiency, 50	Campus and Environment, 50

Reporting against Principle 2 – Campus wide Master Planning and Target Setting

Principle 2: To ensure long-term sustainable campus development, campus-wide master planning and target-setting should include environmental and social goals.

Sustainable campus development needs to rely on forward-looking planning processes that consider the campus as a whole, and not just individual buildings. These processes can include comprehensive master planning with goals for impact management (for example, limiting use of land and other natural resources and protecting ecosystems), responsible operation (for example encouraging environmentally compatible transport modes and efficiently managing urban flows), and social integration (ensuring user diversity, creating indoor and outdoor spaces for social exchange and shared learning, and supporting ease of access to commerce and services). Such integrated planning can profit from including users and neighbors, and can be strengthened by organization-wide target setting (for example greenhouse gas emission goals). Existing low-carbon lifestyles and practices within individual campuses that foster sustainability, such as easy access for pedestrians, grey water recycling and low levels of resource use and waste generation, need to be identified, expanded and disseminated widely.

Management Approach Principle 2

Management approaches related to the Principle 2 topics covering institution-wide carbon targets, transportation and food are described within the Environmental DMA included on page 14 of this document in addition to descriptions in the Campus and Environment chapter (pg. 48-57) of the ETH Zurich Sustainability Report 2011-2012. Management approaches related to the Principle 2 topic covering social inclusion and protection are described within the Human Rights and Labor Practices and Decent Work DMA's on pages 14-15 of this document in addition to descriptions in chapters of the ETH Zurich Sustainability Report 2011-2012: Students Faculty and Staff (pg. 38-47), Introduction and Profile (pg. 6-7).

Topics	Summary notes on goals and achievements	More detailed discussion in the report
INSTITUTION-WIDE CARBON TARGET		
Direct and indirect (Scope 1 & 2 Emissions) and business travel reductions	Goals Box: Energy, 52	Campus and Environment, 51-53
TRANSPORTATION		
Vehicle fleet	Goals Box: Transportation, 54	Campus and Environment, 54
Student traveling	Goals Box: Transportation, 54	Campus and Environment, 54
FOOD		
Embedded Carbon in food	Goals Box: Food, 57	Campus and Environment, 57
SOCIAL INCLUSION AND PROTECTION		
Diversity in faculty, staff and students	Goals Boxes: Diversity, 40,45	Students, Faculty and Staff, 40-43

Employee development (including leadership training)	Goals Box: Leadership and Personal Development, 41	Students, Faculty and Staff, 41 -42
Working conditions (including competitive benefits)	Goals Box: Funding, 62	Funding and Governance, 62

Reporting against Principle 3 – Integration of Facilities, Research, and Education

Principle 3: To align the organization’s core mission with sustainable development, facilities, research, and education should be linked to create a “living laboratory” for sustainability.

On a sustainable campus, the built environment, operational systems, research, scholarship, and education are linked as a “living laboratory” for sustainability. Users (such as students, faculty, and staff) have access to research, teaching, and learning opportunities on connections between environmental, social, and economic issues. Campus sustainability programs have concrete goals and can bring together campus residents with external partners, such as industry, government, or organized civil society. Beyond exploring a sustainable future in general, such programs can address issues pertinent to research and higher education (such as environmental impacts of research facilities, participatory teaching, or research that transcends disciplines). Institutional commitments (such as a sustainability policy) and dedicated resources (such as a person or team in the administration focused on this task) contribute to success.

Management Approach Principle 3

Management approaches related to the Principle 3 topic covering topical integration is described within the Product Responsibility DMA included on page 15 of this document. Management approaches related to the Principle 3 topic covering social integration is described within the Product Responsibility, Society, and Labor Practices and Decent Work DMA’s included on pages 14-15 of this document. Additional information related to Principle 3 topics may also be found in chapters of the ETH Zurich Sustainability Report 2011-2012: Education (pg. 18-27), Research and Knowledge Transfer (pg. 8-17), Funding and Governance (pg.60-65), Society and Outreach (pg. 28-37), Introduction and Profile (pg. 6-7).

Topics	Summary notes on goals and achievements	More detailed discussion in the report
TOPICAL INTEGRATION		
Sustainability-specific education opportunities (including SEED)	Goals Box: Specific programs related to sustainability, 20	Education, 20-25
Programs and projects connecting facilities, research and education	Goals Box: First-class education center for graduates, 23 Goals Box: New teaching methods, 24	Education, 18-27
Research that transcends disciplines	Goals Box: Inter- and trans-disciplinary research, 11	Research and Knowledge Transfer, 8-17
SOCIAL INTEGRATION		
Programs connecting ETH Zurich with industry,	Goals Box: Inter- and trans-disciplinary research, 11	Education, 18-27 Research and Knowledge Transfer, 8-

government, and society	Goals Box: Knowledge Transfer, 14	17
International engagements in education and research	Goals Box: International Alliances, 13 Goals Box: Knowledge Transfer, 14	Research and Knowledge Transfer, 12-13
Recruiting talented students	Goals Boxes: Recruiting, Mentoring relationships, Student exchange programs, 24	Education, 20
External dialogues supporting sustainable developments	Goals Box: Dialogue, 31	Society and Outreach, 28-37

GRI CONTENT INDEX

To help readers locate specific GRI-related information, the GRI content index provides an overview of the main GRI elements discussed in this report, including: Economic (EC), Environmental (EN), Human Rights (HR), Labor (LA), Society (SO), and Product Responsibility (PR) performance indicators. The GRI indicators referenced have been covered to the extent that data were available and as far as the format of the present ISCN-GULF Charter and GRI Report allows. While a number of GRI points are discussed in more than one place, the table indicates those places in which the main information on each indicator is to be found. In cases where substantial information is presented in more than one place, multiple references are given.

NR	GRI-G3 Content Index	Page in report/remarks
Profile		
1. Strategy and Analysis		
1.1	Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	President's Statement, 5
1.2	Description of key impacts, risks and opportunities (impacts of the organization on sustainability and stakeholders, and impacts of sustainability trends on long-term prospects and financial performance of the organization).	President's Statement, 5
2. Organizational Profile		
2.1	Name of the organization.	Imprint, 68
2.2	Primary brands, products, and/or services.	Introduction and Profile, 6-7 Research and Knowledge Transfer, 10
2.3	Operational structure of the organization.	Governance Structure, 63-64 Executive Board, 64-65
2.4	Location of organization's headquarters.	Imprint, 68
2.5	Number of countries where the organization operates.	Introduction and Profile, 6-7
2.6	Nature of ownership and legal form.	Adhering to the Swiss Federal Mandate, 63
2.7	Markets served.	Introduction and Profile, 6-7 Education, 18-20
2.8	Scale of the reporting organization, including number of employees, net sales, total capitalization, quantity of products or services provided.	<i>Number of employees:</i> Summary of employee retention rates, 44 <i>Income (funding):</i> Funding sources, 62 <i>Capitalization:</i> As a federally funded research university, market capitalization is not applicable for ETH Zurich <i>Quantity of products or services provided (number of degrees, publications, and patents):</i> Academics at a glance, 20; Stimulating the economy with spin-offs, 15
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	There were no significant changes in ownership, size and structure during the reporting period

2.10	Awards received in the reporting period.	While ETH Zurich's researchers and students receive various awards, ETH Zurich as an organization does not.
3. Report Parameters		
REPORT PROFILE		
3.1	Reporting period.	Introduction, 6
3.2	Date of most recent previous report.	Introduction, 6
3.3	Reporting cycle	ETH Zurich plans to publish sustainability reports every two years
3.4	Contact point for questions regarding the report or its contents.	Imprint, 68
REPORT SCOPE AND BOUNDARY		
3.5	Process for defining report content, including explanation of how the organization has applied the 'Guidance on Defining Report Content' and the associated Principles.	<p>In defining priority topics for the report, ETH Zurich followed the provisions laid out in the "materiality" section of the "Reporting Principles for Defining Content" in the GRI guidelines. The "test questions" provided there formed the basis of the materiality assessment procedure which is also described in On the ETH Zurich Sustainability Report in this indices document, 1.</p> <p>As discussed on the first page of this report, topics found material both from a stakeholder and international strategic point of view form the core of ETH Zurich's Sustainability Report.</p> <p>The stakeholders that the Sustainability Report is intended for are ETH Zurich's internal and external partners, as listed in the graphic on page 30 (see also references noted under 4.14 and 4.15 in this report).</p>
3.6	Boundary of the report.	Introduction, 6 On the ETH Zurich Sustainability Report in this indices document, 1
3.7	Specific limitations on the scope or boundary of the report, if any.	On the ETH Zurich Sustainability Report in this indices document, 1
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	On the ETH Zurich Sustainability Report in this indices document, 1
3.9	Data measurement techniques and bases for calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	On the ETH Zurich Sustainability Report in this indices document, 1
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement.	On the ETH Zurich Sustainability Report in this indices document, 1
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	On the ETH Zurich Sustainability Report in this indices document, 1
GRI CONTENT INDEX		
3.12	Table identifying the location of the Standard Disclosures in the report.	This detailed Content Index

ASSURANCE		
3.13	Policy and current practice with regard to seeking external assurance for the report.	On the ETH Zurich Sustainability Report in this indices document, 1
4. Governance, Commitments, and Engagement		
GOVERNANCE		
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Governance Structure, 63-64 Executive Board, 64-65
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).	This is not the case. The strategic lead of the ETH Domain, of which ETH Zurich is part, is under the responsibility of the ETH Board. The ETH Board's president has no executive function within ETH Zurich.
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	This is not the case. There are two boards, the ETH Board (see above) and ETH Zurich's Executive Board (64-65).
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Governance Structure, 63-64 Managing Sustainability at ETH Zurich, 65
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Funding and Governance, 63-64
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Ethics, 33
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	Funding and Governance, 63-64 Profile, 7
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Ethics, 33
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Funding and Governance, 63-64
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Funding and Governance, 63-64
COMMITMENTS TO EXTERNAL INITIATIVES		
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Careful Management of Finances, 62
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	ISCN-GULF Charter: This GRI and ISCN Indices document
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations.	ETH Zurich is a member in various associations concerning research and education. A selection is presented here:

		<ul style="list-style-type: none"> • CESAER (Conference of European schools for advanced engineering education and research) • CRUS (Conférence des Recteurs des Universités Suisses) • EAIR (European Higher Education Society) • EUA (European University Association) • CUS (Conférence des Universités Suisses) • IAESTE Switzerland (International Association for the Exchange of Students for Technical Experience, ETH is supporting partner) • IARU (International Alliance of Research Universities) • IAU (International Association of Universities) • IDEA League (Imperial College, TU Delft, ETH Zürich, RWTH Aachen League) • Globaltech Alliance (Alliance of Technological Universities) • GULF (Global University Leader's Forum by the WEF) • T.I.M.E Association (Top Industrial Managers Europe) • AGS (Alliance for Global Sustainability) • ISCN (International Sustainable Campus Network) • NaTech Education (an organization to foster the interest for science and technology among elementary school and secondary school children) • OECD TMHE (OECD program on Institutional Management in Higher Education) • SEFI (The European Society for Engineering Education) • Swiss Study Foundation (Förderverein Schweizer Studienstiftung, to support excellent students from all Swiss universities)
STAKEHOLDER ENGAGEMENT		
4.14	Stakeholder groups engaged by the organization.	Informing Government Support, 32
4.15	Basis for identification and selection of stakeholders with whom to engage.	Engaging with the Public, Industry, and Society, 30
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Informing Government Support, 32
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Informing Government Support, 32

5. Performance Indicators

Economic

Economic Disclosure on Management Approach GRI Disclosures on Management Approaches in this indices document,

ECONOMIC PERFORMANCE

EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Funding Sources, 62
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	
EC3	Coverage of the organization's defined benefit plan obligations.	
EC4	Significant financial assistance received from government.	Funding Sources, 62

MARKET PRESENCE

EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	
EC7	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.	

INDIRECT ECONOMIC IMPACTS

EC8	Development and impact of infrastructure investments and services provided primarily for public benefit.	Informing Government Support, 32
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Fulfilling a Valuable Mandate, 14

Environmental

Environmental Disclosure on Management Approach GRI Disclosures on Management Approaches in this indices document,

MATERIALS

EN1	Materials used by weight or volume.	Cutting Use of Paper, 55
EN2	Percentage of materials used that are recycled input materials.	Cutting Use of Paper, 55

ENERGY

EN3	Direct energy consumption by primary energy source.	Conserving Energy, 53 Total Direct energy was 112,680 GJ (2011) and 114,840 GJ (2012) The breakout of energy by source for 2011/2012 included: Gas 95,760/ 91,800 GJ Oli: 15,120/ 21,240 GJ Woodchips: 1,800/ 1,800 GJ
EN4	Indirect energy consumption by primary source.	Conserving Energy, 53 Total Indirect energy was 435,960 GJ (2011) and 479,520 GJ (2012) The breakout of energy by source for 2011/2012 included: Purchased electricity: 395, 640/ 401,760 GJ District heat: 40,320/ 77,760 GJ

EN5	Energy saved due to conservation and efficiency improvements.	Conserving Energy, 53 32, 040 GJ were saved in 2012 from the reuse of waste heat.
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	(Partial) Stimulating the Economy with Spin-offs, 15
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	
WATER		
EN8	Total water withdrawal by source.	
EN9	Water sources significantly affected by withdrawal of water.	
EN10	Percentage and total volume of water recycled and reused.	
BIODIVERSITY		
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	
EN13	Habitats protected or restored.	
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations.	
EMISSIONS, EFFLUENTS, AND WASTE		
EN16	Total direct and indirect greenhouse gas emissions by weight.	Reducing Carbon Emissions and Air Pollution, 54
EN17	Other relevant indirect greenhouse gas emissions by weight.	Reducing Carbon Emissions and Air Pollution, 54
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Reducing Carbon Emissions and Air Pollution, 54
EN19	Emissions of ozone-depleting substances by weight.	
EN20	NO _x , SO _x , and other significant air emissions by type and weight.	Reducing Carbon Emissions and Air Pollution, 54
EN21	Total water discharge by quality and destination.	
EN22	Total weight of waste by type and disposal method.	Redirecting Waste Stream, 56
EN23	Total number and volume of significant spills.	
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	
PRODUCTS AND SERVICES		
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	(Partial) Stimulating the Economy with Spin-offs, 15
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	
COMPLIANCE		
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	

TRANSPORT		
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	(Partial) Transportation Goals, 54
OVERALL		
EN30	Total environmental protection expenditures and investments by type.	
Labor Practices and Decent Work		
Labor Practices and Decent Work Disclosure on Management Approach		GRI Disclosures on Management Approaches in this indices document, 14-15
EMPLOYMENT		
LA1	Total workforce by employment type, employment contract, and region.	Diversity in Faculty and Staff, 43
LA2	Total number and rate of employee turnover by age group, gender, and region.	(Partial) Employee Turnover, 44
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	
LABOR/MANAGEMENT RELATIONS		
LA4	Percentage of employees covered by collective bargaining agreements.	
LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.	
OCCUPATIONAL HEALTH AND SAFETY		
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	
LA9	Health and safety topics covered in formal agreements with trade unions.	
TRAINING AND EDUCATION		
LA10	Average hours of training per year per employee by employee category.	(Partial) Supporting Professional Development, 41
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Supporting Professional Development, 41
LA12	Percentage of employees receiving regular performance and career development reviews.	Enriching Leadership, 41
DIVERSITY AND EQUAL OPPORTUNITY		
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Diversity in Faculty and Staff, 43
LA14	Ratio of basic salary of men to women by employee category.	
Human Rights		

Human Rights Disclosure on Management Approach		GRI Disclosures on Management Approaches in this indices document, 15
INVESTMENT AND PROCUREMENT PRACTICES		
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	
NON-DISCRIMINATION		
HR4	Total number of incidents of discrimination and actions taken.	During the reporting period, there were no reported incidents of discrimination.
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	
CHILD LABOR		
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	
FORCED AND COMPULSORY LABOR		
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	
SECURITY PRACTICES		
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	
INDIGENOUS RIGHTS		
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	
Society		
Society Disclosure on Management Approach		GRI Disclosures on Management Approaches in this indices document, 15

COMMUNITY		
S01	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	
CORRUPTION		
S02	Percentage and total number of business units analyzed for risks related to corruption.	
S03	Percentage of employees trained in organization's anti-corruption policies and procedures.	Ethics, 33
S04	Actions taken in response to incidents of corruption.	
PUBLIC POLICY		
S05	Public policy positions and participation in public policy development and lobbying.	In Dialogue with Decision Makers, 34-35

S06	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	ETH Zurich does not provide financial or in-kind contributions political parties, politicians, or related institutions
ANTI-COMPETITIVE BEHAVIOR		
S07	Total number of legal actions for anti-competitive behaviour anti-trust, and monopoly practices and their outcomes.	
COMPLIANCE		
S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	
Product Responsibility		
Product Responsibility Disclosure on Management Approach		GRI Disclosures on Management Approaches in this indices document, 15
CUSTOMER HEALTH AND SAFETY		
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	
PRODUCT AND SERVICE LABELLING		
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	(Partial) Academics at a Glance, 20
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Evaluations by Students, 25
MARKETING COMMUNICATIONS		
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	
CUSTOMER PRIVACY		
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Upholding Privacy and Data Security, 45
COMPLIANCE		
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	

GRI Disclosures on Management Approaches- DMA's

DMA Economic

The economic performance of ETH Zurich is overseen by the Executive Board, the President and the Vice President of Finance. Overall strategic issues for ETH Zurich are guided by the ETH Board, which oversees the entire ETH Domain.

ETH Zurich, as a public institution for higher education occupies a unique position in the Swiss economy, and thus the management of its economic performance, market presence and direct and indirect economic impacts must take this into account. Because approximately 80% of its budget comes from Federal funding sources, the institution is highly accountable to the government and must have the financial governance systems in place to manage its resources in a transparent and credible manner. ETH Zurich also receives approximately 20% of its budget from private sources, including donations from private entities such as individuals, companies and foundations. These donors expect a high degree of credibility, impartiality, and integrity, thus the management of our financial systems and of our economic impacts must reflect this.

This management approach emphasizes financial planning and resource management in order to ensure that the institution is well positioned to carry out its mandate. This involves strategic planning, human resources planning, infrastructure planning and planning for overall financial stability. ETH Zurich faces some risks to its economic well-being, including sensitivity to the economic health of the Swiss economy, changes in enrollment numbers which can place stresses on the financial resources of the institution, and other political, environmental and reputational risks.

DMA Environmental

Responsibility for the management of the environmental aspects of ETH Zurich ultimately sits with the President and the Executive Board. Leadership regarding various aspects of sustainability and environmental impact related issues is provided by ETH Sustainability, the office in charge of initiating and coordinating sustainability activities at ETH Zurich, the Environmental Committee, which is made up of the Vice President of Human Resources and Infrastructure, the Head of Safety, Security, Health and Environment (SSHE), and a delegate of each department and in each infrastructure unit. This set up ensures continuous exchange of information between the departments and operations, and ETH's governing bodies.

The main task of the Environmental Committee is to coordinate the implementation of environmental goals in each department – as outlined in the environmental mission statement of ETH Zurich. These goals include specific training and oversight for a variety of topics, including materials, energy, water, biodiversity, emissions and waste, compliance, transportation, in addition to other issues as relevant.

The committee holds at least four meetings annually where ideas for environmental measures and targets are discussed, and budget decisions for achieving agreed-on goals are made. Targets are set in the context of the Swiss Federal Government Program for Resource and Environmental Management (RUMBA) as well as in accordance with the guidelines of the ISO14001 Environmental management framework. ETH Zurich The Environmental Committee acts as ETH Zurich's RUMBA board. Performance against some of these and other targets are reported in this year's Sustainability Report (pages 10-15 and 32-36).

DMA Labor Practices and Decent Work

Operational aspects of labor management, including those found to be material for this report, are overseen by the President (Diversity and Equal Opportunity), The Rector (Training and Education of students), and the Vice President of Human Resources and Infrastructure (Employment, Occupational Health and Safety, Training and Education of staff members) .

Our approach to labor management is based upon the principles of respect for civil and human rights, diversity, and basic freedoms for everyone and leadership. Due to the wide variety of stakeholders who live, work and study at ETH Zurich, we have established training programs, policies and procedures to meet their needs and to advance the goals of the institution to be a

desirable place to work and study. We collect and monitor a variety of metrics regarding labor related issues, including staff turnover, diversity and equal opportunity, discrimination, and privacy (see pages 26-30 of this year's Sustainability Report). This helps to ensure that ETH Zurich has a strong foundation for a safe and secure living/working/studying environment that provides opportunity for all.

A key component of our labor management system is the provision of training opportunities. We have an extensive program of professional development for our staff in order to provide them with the chance for professional growth and advancement. These include management and leadership training as well as programs in occupational health and safety. Data regarding our training programs can be found on pages 26 of this year's Sustainability Report.

DMA Human Rights

Operational aspects of Human Rights management, including that found to be material for this report Human Rights, are overseen by the President and the Vice President of Human Resources and Infrastructure. For research-related issues which impact human rights, the Vice President for Research and Corporate Relations is involved as needed.

Our approach to Human Rights management is based upon our commitment to diversity and human and civil rights. The aspect found to be material for this ISCN-GULF Charter and GRI Report is non-Discrimination. However, as an institution with partnerships and collaborations that extend around the globe, we are aware of the importance of broader issues such as Investment and Procurement Practices, Freedom of Association and Collective Bargaining, Child Labor, Forced and Compulsory Labor, Security Practices, and Indigenous Rights. Our non-discrimination management efforts are based on training and education. Our "Respect" campaign was recently re-launched, and our Office of Equal Opportunities for Women and Men provides support and counseling to all ETH members in cases of gender-related problems, discrimination and sexual harassment in the workplace. We are an organization with a zero-tolerance policy for discrimination. Further information about our non-discrimination policies, programs and resultant data can be found on page 27 of this year's Sustainability Report.

DMA Society

Responsibility for the management of the societal aspects of ETH Zurich ultimately sits with the President and the Executive Board. Leadership regarding various aspects of community impact and societal issues is provided by the Vice President of Human Resources and Infrastructure and the Vice President for Research and Corporate Relations. The aspects deemed most material to ETH Zurich are Corruption and Public Policy.

We place the highest priority on integrity and ethical conduct. Our reputation is based upon our credibility, which we can only get by being a fair and honest broker of information. We have strict policies regarding integrity in research and education, and are cognizant of the risks of corruption in those parts of the world where we conduct business. Clear rules on secondary employment for ETH Zurich staff are laid out in its faculty regulations and personnel regulations. The latter also provides rules for avoiding conflicts of interest and on acceptable levels of gift reception applicable for all ETH Zurich employees. Another way our credibility is bolstered is through open dialogue and communication. We host numerous forums, venues and meetings where issues of relevance to Swiss society and public policy are discussed openly. We also provide services to the Swiss society through our engagement with various organizations with whom we provide information, research capabilities or other resources to further the interests of the general public.

DMA Product Responsibility

The responsibility for our products, primarily research, education and knowledge transfer sits with the President, the Rector, the Vice President for Research and Corporate Relations, and ultimately the entire Executive Board. Overall strategic issues for ETH Zurich are guided by the ETH Board, which oversees the entire ETH Domain.

The currency of ETH Zurich is the knowledge that is generated in the research laboratories, the students who attend our institution, and the knowledge that has been transferred to the

non-academic world. The graduates, faculty and staff members of ETH Zurich then propagate this knowledge throughout the global economy into public and private companies, governments, non-governmental organizations and society as a whole. Page 24 of this year's Sustainability Report shows data regarding recent graduates, their disciplines of study, as well as information about the number of companies and "spin-offs" that have come from the ETH Zurich.

To safeguard our reputation, and to ensure that our products are of the highest quality, we have academic and research review committees, peer-review mechanisms, and strict policies regarding ethics, academic integrity and privacy. In addition to this, our continued funding, either direct funding from governmental allocation, or from competitive grant applications, is based upon our good-standing and reputation.

GRI Guideline Application in the Sustainability Report 2011 to 2012

ETH Zurich's sustainability report follows the guidelines disseminated by the Global Reporting Initiative (GRI). These guidelines suggest that certain information be provided not only on the overall profile of the company and its report, but also on management approaches and performance indicators regarding economic, environmental, human rights, labor, society, and product responsibility issues (see www.globalreporting.org). There are different application levels that companies can choose for GRI reporting. These range from C-Level with only some elements of GRI sustainability reporting included to A-Level where all indicators developed by GRI are reported on.

Report Application Level	C	C+	B	B+	A	A+
G3 Profile Disclosures output	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15		Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17		Same as requirement for Level B	
G3 Management Approach Disclosures output	Not Required	Report Externally Assured	Management Approach Disclosures for each Indicator Category	Report Externally Assured	Management Approach Disclosures for each Indicator Category	Report Externally Assured
G3 Performance Indicators & Sector Supplement Performance Indicators output	Report on a minimum of 10 Performance Indicators, including at least one from each of: Economic, Social and Environmental.		Report on a minimum of 20 Performance Indicators, at least one from each of Economic, Environmental, Human rights, Labor, Society, Product Responsibility.		Report on each core G3 and Sector Supplement* Indicator with due regard to the Materiality Principle by either: a) reporting on the Indicator or b) explaining the reason for its omission.	

*Sector supplement in final version

To balance completeness with focus – that is, highlighting those indicators found particularly relevant or “material” for ETH Zurich’s sustainability reporting, the GRI guidelines were applied at B-Level in this report. GRI has checked the application of their guidelines in the ETH Zurich Sustainability Report 2011 – 2012, and has confirmed that the report qualifies as Application Level B under those guidelines.

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