


# GRI index for ADVA Optical Networking 2015 Sustainability Report

## General Standard Disclosures

General Standard Disclosures	Page Number (or Link) Information related to Standard Disclosures required by the 'in accordance' options may already be included in other reports prepared by the organization. In these circumstances, the organization may elect to add a specific reference to where the relevant information can be found.	Links
<b>STRATEGY AND ANALYSIS</b>		
<a href="#">G4-1</a>	Sustainability Report 2015 - CEO Statement - Page 4	<a href="#">Sustainability Report 2015</a>
<b>ORGANIZATIONAL PROFILE</b>		
<a href="#">G4-3</a>	ADVA Optical Networking SE	
<a href="#">G4-4</a>	<a href="http://www.advaoptical.com/en/products.aspx">http://www.advaoptical.com/en/products.aspx</a>	
<a href="#">G4-5</a>	Sustainability Report 2015 - Corporate Information - Page 26	<a href="#">Sustainability Report 2015</a>
<a href="#">G4-6</a>	An overview of ADVA Optical Networking's employee distribution by country is given on page 14 of the Company's Sustainability report 2015. ADVA Optical Networking Group wholly-owned subsidiaries and the countries they operate in are listed on page 113 of the Company's annual report 2015.	<a href="#">Annual Report 2015</a>
<a href="#">G4-7</a>	ADVA Optical Networking SE is a European stock corporation ("Societas Europaea"). <a href="http://www.advaoptical.com/en/about-us/investor-relations/stock-information/shareholder-structure.aspx">http://www.advaoptical.com/en/about-us/investor-relations/stock-information/shareholder-structure.aspx</a>	
<a href="#">G4-8</a>	Information is given in the "Sales Regions and Customers" section of the Business Overview chapter on pages 41ff. of ADVA Optical Networking's annual report 2015.	<a href="#">Annual Report 2015</a> <a href="#">Sustainability Report 2015</a>
<a href="#">G4-9</a>	ADVA Optical Networking SE is the parent company of the ADVA Optical Networking Group.	
<a href="#">G4-10</a>	Sustainability Report 2015 - CSR - Page 13-15	<a href="#">Sustainability Report 2015</a>
<a href="#">G4-11</a>	Zero.	
<a href="#">G4-12</a>	Sustainability report 2015 - Sustainability Supply Chain Management - Page 12. Additional information is given in the "Development and Operations" section of the Business Overview chapter on pages 46ff. of ADVA Optical Networking's annual report 2015.	<a href="#">Annual Report 2015</a> <a href="#">Sustainability Report 2015</a>
<a href="#">G4-13</a>	Changes within the Management and Supervisory Boards can be found on page 25f of ADVA Optical Networking's annual report 2015.	<a href="#">Annual Report 2015</a>
<a href="#">G4-14</a>	Sustainability Report 2015 - Holistic View of Sustainability - Page 6ff	<a href="#">Sustainability Report 2015</a>
<a href="#">G4-15</a>	Participation in QuEST Forum, Carbon Disclosure Project,... (This Information is given under Organizational Capability on page 10 of the Company's sustainability report 2015)	
<a href="#">G4-16</a>	This Information is given under Organizational Capability on page 10 of the Company's sustainability report 2015. Additional information can be found on our website: <a href="http://www.advaoptical.com/en/newsroom/press-releases-english/20151124-adva-optical-networking-wins-major-quest-forum-award-for-pioneering-logistics-model">http://www.advaoptical.com/en/newsroom/press-releases-english/20151124-adva-optical-networking-wins-major-quest-forum-award-for-pioneering-logistics-model</a>	<a href="#">Sustainability Report 2015</a>
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>		
<a href="#">G4-17</a>	ADVA Optical Networking is organized by function, with executive officer prime responsibility split into R&D, Operations, Sales & Marketing and Finance & Administration. An overview of ADVA Optical Networking's shareholdings is given on page 113 of the Company's annual report 2015.	<a href="#">Annual Report 2015</a>
<a href="#">G4-18</a>	Sustainability Report 2015 - About this Report - Page 5	<a href="#">Sustainability Report 2015</a>
<a href="#">G4-19</a>	Sustainability Report 2015 - About this Report - Page 5	<a href="#">Sustainability Report 2015</a>
<a href="#">G4-20</a>	Boundary set as ADVA Optical Networking only, 16 entities including parent company and 15 wholly-owned subsidiaries.	
<a href="#">G4-21</a>	Basis is ADVA Optical Networking only, 16 entities including parent company and 15 wholly-owned subsidiaries. No specific limitations.	
<a href="#">G4-22</a>	None.	
<a href="#">G4-23</a>	None.	
<b>STAKEHOLDER ENGAGEMENT</b>		
<a href="#">G4-24</a>	Customers, Shareholders, Employees, Local Communities, Suppliers and Business Partners	<a href="#">Sustainability Report 2015</a>
<a href="#">G4-25</a>	Sustainability Report 2015 - Stakeholder Engagement - Page 11	<a href="#">Sustainability Report 2015</a>
<a href="#">G4-26</a>	Sustainability Report 2015 - Stakeholder Engagement - Page 11	<a href="#">Sustainability Report 2015</a>
<a href="#">G4-27</a>	Sustainability Report 2015 - Stakeholder Engagement - Page 11	<a href="#">Sustainability Report 2015</a>
<b>REPORT PROFILE</b>		
<a href="#">G4-28</a>	2015.	

<a href="#">G4-29</a>	2015 is the fifth period reported for. The 2011 GRI Index report was published in March 2013.	
<a href="#">G4-30</a>	Annual.	
<a href="#">G4-31</a>	Katharina Lipp, ADVA Optical Networking SE, Märzenquelle 1-3, 98617 Meiningen-DreiBigacker, Germany, phone: +49 3693 450366, e-mail: klipp@advaoptical.com.	
<a href="#">G4-32</a>	Defined in GRI index template. Sustainability report 2015 - About this Report - Page 5	
<a href="#">G4-33</a>	External assurance every other year (2011, 2013, 2015...)	
<b>GOVERNANCE</b>		
<a href="#">G4-34</a>	<a href="http://www.advaoptical.com/en/about-us/investor-relations/corporate-governance.aspx">http://www.advaoptical.com/en/about-us/investor-relations/corporate-governance.aspx</a>	
<b>ETHICS AND INTEGRITY</b>		
<a href="#">G4-56</a>	We have adopted a Code of Conduct that summarizes fundamental ethical and legal duties and the most important principles and standards of our company and our subsidiaries. This code is an extension of our values and the foundation of who we are. All of our employees must comply with this code and any other corporate policy. Violations of our policies are not tolerated and may result in disciplinary action up to and including contract termination and personal liability.	
	Company's sustainability report 2015 - Corporate Ethics and Compliance -Page 5	<a href="#">Sustainability Report 2015</a>
	<a href="http://www.advaoptical.com/en/about-us/corporate-responsibility/corporate-ethics-and-compliance.aspx">http://www.advaoptical.com/en/about-us/corporate-responsibility/corporate-ethics-and-compliance.aspx</a>	
<b>SPECIFIC STANDARD DISCLOSURES</b>		
<b>CATEGORY: ECONOMIC</b>		
<b>MATERIAL ASPECT: ECONOMIC PERFORMANCE</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect are economic and tracked quantitatively.	
<a href="#">G4-EC1</a>	See ADVA Optical Networking Group's consolidated financial statements on pages 91ff. of the Company's annual report 2015.	<a href="#">Annual Report 2015</a>
<a href="#">G4-EC2</a>	See pages 82ff of ADVA Optical Networking's annual report 2015.	<a href="#">Annual Report 2015</a>
<a href="#">G4-EC3</a>	Does not apply. ADVA Optical Networking has no defined retirement program.	
<a href="#">G4-EC4</a>	In 2015, the Group received government grants for property, plant and equipment amounting to EUR 126 thousand (prior year: nil). Based on grant allowances EUR 94 thousand (prior year: EUR 126 thousand) allowances have been deducted from historical costs in 2015. See page 123 of the Company's annual report 2015.	<a href="#">Annual Report 2015</a>
<b>MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect are economic and tracked quantitatively.	
<a href="#">G4-EC8</a>	See the description of the general economic and market conditions in the Group management report on pages 54ff. of the Company's annual report 2015.	<a href="#">Annual Report 2015</a>
<b>CATEGORY: ENVIRONMENTAL</b>		
<b>MATERIAL ASPECT: MATERIALS</b>		
<a href="#">G4-DMA</a>	Reducing environmental impact by ensureance the compliance to appropriate directives under consideration of business advantages and aspects.	
<a href="#">G4-EN1</a>	1097,11 tonnes (Non-renewable materials used)	
<b>MATERIAL ASPECT: ENERGY</b>		
<a href="#">G4-DMA</a>	Reducing the environmental impact through resource saving and reaching positive economic impacts.	
<a href="#">G4-EN3</a>	Sustainability Report 2015 - Resource Management - Page 18	<a href="#">Sustainability Report 2015</a>
<a href="#">G4-EN6</a>	Sustainability Report 2015 - Resource Management - Page 18	<a href="#">Sustainability Report 2015</a>
<a href="#">G4-EN7</a>	Sustainability Report 2015 - Resource Management - Page 18; Eco Design - Page 22	<a href="#">Sustainability Report 2015</a>
<b>MATERIAL ASPECT: EMISSIONS</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect are economic and environmental. They are tracked quantitatively.	
<a href="#">G4-EN15</a>	Sustainability Report 2015 - Resource Management - Page 18	<a href="#">Sustainability Report 2015</a>
<a href="#">G4-EN16</a>	Sustainability Report 2015 - CO2 and Ozone Depletion - Page 18	<a href="#">Sustainability Report 2015</a>
<a href="#">G4-EN17</a>	Sustainability Report 2015 - CO2 and Ozone Depletion - Page 18	<a href="#">Sustainability Report 2015</a>
<a href="#">G4-EN19</a>	Sustainability Report 2015 - Reducing Carbon Footprint - Page 17	<a href="#">Sustainability Report 2015</a>
<b>MATERIAL ASPECT: EFFLUENTS AND WASTE</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect are environmental and Economic. They are tracked quantitatively.	
<a href="#">G4-EN23</a>	Sustainability Report 2015 - Environmental Compliance - Page 17	<a href="#">Sustainability Report 2015</a>
<a href="#">G4-EN24</a>	Zero.	
<b>MATERIAL ASPECT: PRODUCTS AND SERVICES</b>		
<a href="#">G4-DMA</a>	Appropriate environmental legal requirements are known and considered up-front and during design phase.	
<a href="#">G4-EN27</a>	Sustainability Report 2015 - Eco Design - Page 21; Additional information is given on page 74ff. of the Company's annual report 2015.	<a href="#">Sustainability Report 2015</a> <a href="#">Annual Report 2015</a>
<b>MATERIAL ASPECT: COMPLIANCE</b>		
<a href="#">G4-DMA</a>	Regularly reviewed environmental legal requirements -assessed if applicable to ADVA and ensure compliance by taking appropriate actions, if needed.	

<a href="#">G4-EN29</a>	Zero.	
<b>MATERIAL ASPECT: TRANSPORT</b>		
<a href="#">G4-DMA</a>	Optimization of transport and logistics, both with regard to the environment as well as cost, is one of the focus areas of our sustainability activities.	
<a href="#">G4-EN30</a>	Sustainability Report 2015 - Pioneering Sustainable Logistics Model - Page 20f	<a href="#">Sustainability Report 2015</a>
<b>MATERIAL ASPECT: OVERALL</b>		
<a href="#">G4-DMA</a>	Reducing the environmental impact through resource saving and reaching positive economic impacts	
<a href="#">G4-EN31</a>	Sustainability Report 2015 - Environmental Compliance - Page 17; Additional information is given on page 74f. of the Company's annual report 2015.	<a href="#">Sustainability Report 2015</a>
<b>MATERIAL ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT</b>		
<a href="#">G4-DMA</a>	Reducing the environmental impact through resource saving and reaching positive economic impacts.	
<a href="#">G4-EN32</a>	Sustainability Report 2015 - Sustainability Supply Chain Management - Page 12f	<a href="#">Sustainability Report 2015</a>
<b>CATEGORY: SOCIAL</b>		
<b>SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK</b>		
<b>MATERIAL ASPECT: EMPLOYMENT</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect are social and economic. They are tracked quantitatively.	
<a href="#">G4-LA1</a>	Sustainability Report 2015 - Employee Statistic - Page 13f	<a href="#">Sustainability Report 2015</a>
<a href="#">G4-LA2</a>	Sustainability Report 2015 - Health & Safety - Page 15	<a href="#">Sustainability Report 2015</a>
<b>MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect are social and economic.	
<a href="#">G4-LA6</a>	Zero.	
<b>MATERIAL ASPECT: TRAINING AND EDUCATION</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect are social and economic. They are tracked quantitatively.	
<a href="#">G4-LA9</a>	Sustainability Report 2015 - Trainee and Education / Study Program - Page 14	<a href="#">Sustainability Report 2015</a>
<a href="#">G4-LA10</a>	Sustainability Report 2015 - Training & Development - Page 15	<a href="#">Sustainability Report 2015</a>
<a href="#">G4-LA11</a>	100%	
<b>MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect are social and economic.	
<a href="#">G4-LA12</a>	Sustainability Report 2015 - CSR - Page 13	<a href="#">Sustainability Report 2015</a>
<b>MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect are social and economic.	
<a href="#">G4-LA15</a>	Sustainability Report 2015 - Sustainability Supply Chain Management - Page 12f	<a href="#">Sustainability Report 2015</a>
<b>SUB-CATEGORY: HUMAN RIGHTS</b>		
<b>MATERIAL ASPECT: NON-DISCRIMINATION</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect are social and economic.	
<a href="#">G4-HR3</a>	Zero.	
<b>MATERIAL ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect are social and economic.	
<a href="#">G4-HR4</a>	Sustainability Report 2015 - Sustainability Supply Chain Management - Page 12f	<a href="#">Sustainability Report 2015</a>
<b>MATERIAL ASPECT: CHILD LABOR</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect are social and economic.	
<a href="#">G4-HR5</a>	Sustainability Report 2015 - Sustainability Supply Chain Management - Page 12f	<a href="#">Sustainability Report 2015</a>
<b>MATERIAL ASPECT: FORCED OR COMPULSORY LABOR</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect are social and economic.	
<a href="#">G4-HR6</a>	Sustainability Report 2015 - Sustainability Supply Chain Management - Page 12f	<a href="#">Sustainability Report 2015</a>
<b>MATERIAL ASPECT: HUMAN RIGHTS GRIEVANCE MECHANISMS</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect are social and economic.	
<a href="#">G4-HR12</a>	Zero.	
<b>SUB-CATEGORY: SOCIETY</b>		
<b>MATERIAL ASPECT: LOCAL COMMUNITIES</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect are social. They are tracked quantitatively.	
<a href="#">G4-SO1</a>	All major ADVA sites, covering 82% of total headcount, have a local community engagement and development program in place run by each site's local HR department. Sustainability Report 2015 - Social Engagement / Volunteerism - Page 15	<a href="#">Sustainability Report 2015</a>

<a href="#">G4-SO2</a>	None.	
<b>MATERIAL ASPECT: ANTI-CORRUPTION</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect are social and economic.	
<a href="#">G4-SO3</a>	ADVA Optical Networking analyzes all business units for risks related to corruption; 100%, 16, consisting of the parent company and its 15 wholly-owned subsidiaries. Link to the Corporate Ethics and Compliance web page	
<a href="#">G4-SO4</a>	ADVA Optical Networking provides regular training for all employees on the Company's code of conduct. Sustainability Report 2015 - Corporate Ethics and Compliance - Page 5	<a href="#">Sustainability Report 2015</a>
<a href="#">G4-SO5</a>	Zero, no incidents have occurred in 2015. Incidents of assumed corruption, if any, will be escalated to the Chief Compliance Officer for further investigation and, depending on the outcome, appropriate action.	
<b>MATERIAL ASPECT: PUBLIC POLICY</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect are social and economic.	
<a href="#">G4-SO6</a>	Zero.	
<b>MATERIAL ASPECT: ANTI-COMPETITIVE BEHAVIOR</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect are social and economic.	
<a href="#">G4-SO7</a>	Zero.	
<b>MATERIAL ASPECT: COMPLIANCE</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect are social and economic.	
<a href="#">G4-SO8</a>	Zero.	
<b>SUB-CATEGORY: PRODUCT RESPONSIBILITY</b>		
<b>MATERIAL ASPECT: CUSTOMER HEALTH AND SAFETY</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect are social and economic.	
<a href="#">G4-PR1</a>	During the development phase, all products are subject to health and safety assessments according to the given standards (TL, ISO, REACH, ROHS, and Certification Requirements ((CE, UL ... (includes safety))). While on the market and after product discontinuation, health and safety impact is continuously monitored across all products and services, appropriate actions are taken if needed.	
<a href="#">G4-PR2</a>	Zero.	
<b>MATERIAL ASPECT: PRODUCT AND SERVICE LABELING</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect is economic.	
<a href="#">G4-PR3</a>	WEEE and CE Label on all our products. Safe Use is part of our Customer User Manual.	
<a href="#">G4-PR4</a>	Zero.	
<a href="#">G4-PR5</a>	ADVA Optical Networking conducts a formal CSAT survey every year and does detailed follow up with customers on all notable findings. See CSAT 2015 Net Promoter Score Summary on page 12 of the Company sustainability report 2015.	<a href="#">Sustainability Report 2015</a>
<b>MATERIAL ASPECT: MARKETING COMMUNICATIONS</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect is economic.	
<a href="#">G4-PR6</a>	Zero.	
<a href="#">G4-PR7</a>	Zero.	
<b>MATERIAL ASPECT: CUSTOMER PRIVACY</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect are social and economic.	
<a href="#">G4-PR8</a>	Zero.	
<b>MATERIAL ASPECT: COMPLIANCE</b>		
<a href="#">G4-DMA</a>	Relevant impacts of this aspect is economic.	
<a href="#">G4-PR9</a>	Zero.	