

2015 JSR Micro NV CSR Report - GRI Content Index

G4 ID	Description	Page or Link	External Assurance	Direct Answer/Explanation for Omission(s)/Notes
STRATEGY AND ANALYSIS				
G4-1	Statement from the most senior decision-maker of the organization.	/innovating responsibly, page 2	No	
ORGANIZATION PROFILE				
G4-3	Name of the organization.	/about this report, page 1	No	JSR Micro, N.V.
G4-4	Primary brands, products, and/or services.	/company profile, page 3 /our products, page 13-16	No	http://www.jsrmicro.be/electronic-materials http://www.jsrmicro.be/life-sciences http://www.jsrmicro.be/emerging-technologies
G4-5	Location of organization's headquarters.	/company profile, page 3	No	JSR Micro N.V. Researchpark Haasrode 1019 Technologielaan 8 B-3001 Leuven Belgium
G4-6	Number of countries where the organization operates.	/company profile, page 3	No	Belgium
G4-7	Nature of ownership and legal form.	/company profile, page 3	No	Privately held corporation.
G4-8	Markets served.	/company profile, page 3 /our products, page 13-16	No	
G4-9	Scale of the organization.	/company profile, page 4	No	Total workforce is the head count including contractors.
G4-10	Employees by employment contract and gender.	/company profile, page 4 /employees: the key to our success, page 20	No	
G4-11	Percentage of employees covered by collective bargaining agreement.	/company profile, page 4	No	100%
G4-12	Description of organization's supply chain.	/extending responsibility into our supply chains, page 29-30	No	
G4-13	Significant changes during the reporting period regarding size, structure, or ownership.	This is our first report.	No	

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G4 ID	Description	Page or Link	External Assurance	Direct Answer/Explanation for Omission(s)/Notes
G4-14	Explanation of whether and how the precautionary approach or principle is addressed.	/proactive compliance, page 28	No	
G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives.	/exploring CSR, page 5 /we walk our talk, page 9	No	ISO9001 ISO14001 OHSAS18001 EICC
G4-16	Organization-level memberships.	/materials innovation: our core business, page 12 /proactive compliance, page 28	No	IMEC Essenscia
IDENTIFIED MATERIAL ASPECTS AND BOUNDARY				
G4-17	List all entities included in the organization's consolidated financial statements or equivalent documents.	/about this report, page 1	No	JSR Micro N.V.
G4-18	Process for defining report content and the Aspect boundaries.	/exploring CSR, page 5	No	
G4-19	List all the material Aspects identified in the process for defining report content.	/exploring CSR, page 6 http://www.jsrmicro.be/sites/default/files/attachments/material_topics_and_boundaries.pdf	No	
G4-20	Aspect Boundary within the organization for each material Aspect.	http://www.jsrmicro.be/sites/default/files/attachments/material_topics_and_boundaries.pdf	No	
G4-21	Aspect Boundary outside of the organization for each material Aspect.	http://www.jsrmicro.be/sites/default/files/attachments/material_topics_and_boundaries.pdf	No	
G4-22	Explanation of the effect of any restatements of information provided in earlier reports, and the reasons for such restatement.	This is our first report.	No	

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G4 ID	Description	Page or Link	External Assurance	Direct Answer/Explanation for Omission(s)/Notes
G4-23	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	This is our first report.	No	
STAKEHOLDER ENGAGEMENT				
G4-24	List of stakeholder groups engaged by the organization.	/exploring CSR, page 6	No	Employees, customers, business partners, industry associations, government agencies, neighbors, suppliers, shareholders.
G4-25	Basis for identification and selection of stakeholders with whom to engage.	/exploring CSR, page 5	No	We engage proactively and continuously with stakeholders that critically influence our success: employees, customers, business partners, industry associations, and government agencies. In addition, we are always responsive to the requests that we receive from stakeholder groups with which we have less frequent contact, such as neighbors and NGOs.
G4-26	Approaches to stakeholder engagement.	/materials innovation: our core business, page 11 /the imperative of excellent quality, page 17 /employees: the key to our success, page 19 Reducing emissions by selling concentrate, page 27 /extending responsibility into our supply chains, page 29	No	
G4-27	Key topics and concerns that have been raised through stakeholder engagement.	Conflict Minerals, page 29	No	
REPORT PROFILE				
G4-28	Reporting period (e.g., fiscal/calendar year) for information provided.	/about this report, page 1	No	1 April 2013 to 31 March 2015.
G4-29	Date of most recent previous report (if any).	/about this report, page 1	No	N/A. This is our first report.
G4-30	Reporting cycle (annual, biennial, etc.).	/about this report, page 1	No	Biennial

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G4 ID	Description	Page or Link	External Assurance	Direct Answer/Explanation for Omission(s)/Notes
G4-31	Contact point for questions regarding the report or its contents.	/about this report, page 1	No	Katleen Gorissen Email: CSR@jsrmicro.be
G4-32	GRI Content Index: Table identifying the location of the Standard Disclosures in the report.	http://www.jsrmicro.be/sites/default/files/attachments/GRI_Content_Index.pdf	No	
G4-33	Assurance: reference to external assurance report.	Assurance, page 1	No	JSR Micro does not have a policy for external assurance, nor did JSR Micro seek external assurance for this report.
GOVERNANCE				
G4-34	Governance structure of the organization.	Governance and Ethics, page 5	No	
ETHICS AND INTEGRITY				
G4-56	Describe the organization's values, principles, standards and norms of behavior.	Governance and Ethics, page 5	No	See also http://www.jsrmicro.be/about-jsr/corporate-social-responsibility/corporate-code-conduct

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Specific Standard Disclosures					
Material Aspects	DMA and Indicators	Page or Link	Direct Answer	Omissions	External Assurance
Economic					
Economic Performance	G4-DMA			This information is not disclosed because it is confidential.	No
	G4-EC1				No
Environmental					
Energy	G4-DMA	/taking responsibility for a healthy planet, page 25	ISO14001		No
	G4-EN3	Energy and greenhouse gas (GHG) emissions, page 27	Data source: Invoice from supplier		No
Emissions	G4-DMA	/taking responsibility for a healthy planet, page 25	ISO14001		No
	G4-EN15	Energy and greenhouse gas (GHG) emissions, page 27	Conversion factors from Indea		No
	G4-EN16	Energy and greenhouse gas (GHG) emissions, page 27	Conversion factors from Indea		No
Effluents and Waste	G4-DMA	/taking responsibility for a healthy planet, page 25	ISO14001		No
	G4-EN23	/non-hazardous waste, page 25 /hazardous waste, page 25	Data source: Invoices from our waste processors, Sita and Endaver . Recovery: waste is incinerated with recovery of energy		No
Water	G4-DMA	/taking responsibility for a healthy planet, page 25	ISO14001		No
	G4-EN8	Water use and reuse, page 26	Data source: Invoice		No
	G4-EN10	Water use and reuse, page 26	Data source: Invoice from supplier and internal measurement		No
Social: Labor Practices & Decent Work					
Health and Safety (Occupational Health and Safety)	G4-DMA	/providing a safe and healthy workplace, page 21	OHSAS18001		No
	G4-LA5	Involving employees: The Committee for Prevention and Protection at Work, page 22	100%		No
Employee Engagement (Employment & Training and Education)	G4-DMA	/employees: the key to our success, page 19			No
	G4-LA1	JSR employee facts, page 20			No
	G4-LA9	Average hours of training per year per employee, page 20			No

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Specific Standard Disclosures					
Material Aspects	DMA and Indicators	Page or Link	Direct Answer	Omissions	External Assurance
Non-GRI Material Topics (Defined by JSR Micro)					
Innovation	G4-DMA	/materials innovation: our core business, page 11			No
	Research Publications	Sharing our discoveries, page 11			No
Quality & Operational Excellence	G4-DMA	/the imperative of excellent quality, page 17	ISO9001		No
	Total Cost of Quality as a % of Sales	/the imperative of excellent quality, page 17			No
Business Continuity & Risk Management	G4-DMA	/risk management and business continuity planning, page 18			No
	Annual review	/risk management and business continuity planning, page 18			No
Proactive Compliance (Environmental Compliance, Customer Health and Safety & Product and Service Labeling).	G4-DMA	/proactive compliance, page 28			No
	G4-EN29	/proactive compliance, page 28	Full compliance with environmental laws and regulations.		No
	G4-PR2	/proactive compliance, page 28	Full compliance with regulations and voluntary codes concerning the health and safety impacts of products.		No
	G4-PR4	/proactive compliance, page 28	Full compliance with regulations and voluntary codes concerning product and service information and labeling.		No
CSR Supply Chain Management	G4-DMA	/extending responsibility into our supply chains, page 29			No
	G4-EN32		0%		No
	G4-LA14		0%		No
	G4-HR10		0%		No
	G4-S09		0%		No