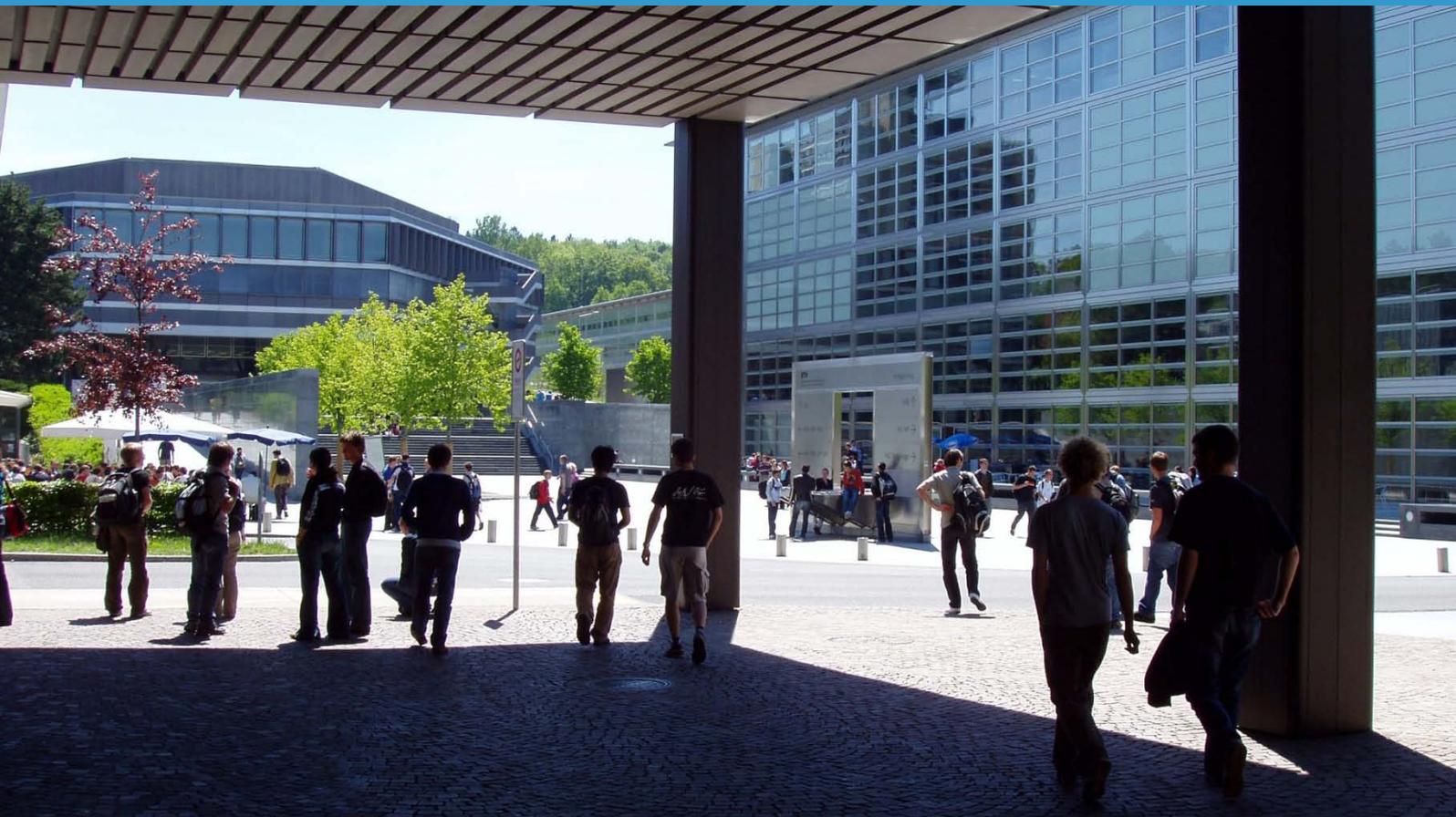


ETH Zurich

Sustainability Report 2009 to 2010

GRI-Index



ETH

Eidgenössische Technische Hochschule Zürich
Swiss Federal Institute of Technology Zurich

On the ETH Zurich Sustainability Report 2009 to 2010

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 achieve high transparency for its stakeholders in this regard, ETH Zurich has for the first time based its sustainability reporting on the guidelines disseminated by 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 2009 to 2010, together with this GRI-Index, fulfill the requirements of the GRI-G3 reporting guidelines at Application Level B. This was checked and confirmed by GRI on 06/05/2011. To help readers locate specific GRI-related information, this GRI-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, as well as Disclosures on Management Approach (DMA) to these topics. The detailed content table below shows the location of Profile Disclosure, Management Approach Disclosure, and Performance Indicators within the ETH Zurich Sustainability Report 2009 to 2010.

It has not been possible 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 supported us in assessing the importance of each of those topics from the perspective of our external stakeholders and our internal organization view in dedicated workshops based on the test questions laid out in the “defining materiality” section of the GRI sustainability reporting guidelines. Topics that were found to be relevant both from an external and internal viewpoint form the core of our report’s sustainability section. 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.

| 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, 53 |
| 2.2 | Primary brands, products, and/or services. | About ETH Zurich, 6 Research, Education and knowledge transfer, 20-23 |
| 2.3 | Operational structure of the organization. | Funding and Governance, 43-45 ISCN-GULF Charter Summary Report, 7 |
| 2.4 | Location of organization's headquarters. | Imprint, 53 |
| 2.5 | Number of countries where the organization operates. | About ETH Zurich, 6 |
| 2.6 | Nature of ownership and legal form. | ISCN-GULF Charter Summary Report, 8 Funding and Governance, 43 |
| 2.7 | Markets served. | ISCN-GULF Charter Summary Report, 6 |
| 2.8 | Scale of the reporting organization, including number of employees, net sales, total capitalization, quantity of products or services provided. | Students, Faculty, and Staff, 27 Funding and Governance, 43 |
| 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. | About this report, 8 Report Parameters , 46 |
| 3.2 | Date of most recent previous report. | About this report, 8 |
| 3.3 | Reporting cycle. | It is planned to publish a sustainability report every two years |
| 3.4 | Contact point for questions regarding the report or its contents. | Imprint, 53 |
| 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. | GRI Guideline application in this Report, 46-47 |
| 3.6 | Boundary of the report. | About this report, 8 GRI Guideline application in this Report, 46 |
| 3.7 | Specific limitations on the scope or boundary of the report, if any. | About this report, 8 GRI Guideline application in this Report, 46 |
| 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. | About this report, 8 GRI Guideline application in this Report, 46 |
| 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. | About this report, 8 GRI Guideline application in this Report, 46 |
| 3.10 | Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement. | GRI Guideline application in this Report, 46 |
| 3.11 | Significant changes from previous reporting periods in the scope, boundary, or | GRI Guideline application in this Report, |

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| | measurement methods applied in the report. | 46 |
| GRI CONTENT INDEX | | |
| 3.12 | Table identifying the location of the Standard Disclosures in the report. | This detailed content s index |
| ASSURANCE | | |
| 3.13 | Policy and current practice with regard to seeking external assurance for the report. | GRI Guideline application in this Report, 46 |

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| 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. | Funding and Governance, 44-45 About ETH Zurich, 6-8 |
| 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 (44). |
| 4.4 | Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body. | Funding and Governance, 44-45 |
| 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, 45 |
| 4.6 | Processes in place for the highest governance body to ensure conflicts of interest are avoided. | Society and Outreach, 38, concerning conflict of interest rules for all ETH Zurich employees, which include the members of the Executive Board.* |
| 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. 45 About ETH Zurich, 6-7 |
| 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. | Society and Outreach, 38-39 |
| 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, 43-45 |
| 4.10 | Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance. | Funding and Governance, 43-45 |
| COMMITMENTS TO EXTERNAL INITIATIVES | | |
| 4.11 | Explanation of whether and how the precautionary approach or principle is addressed by the organization. | Funding and Governance, 43-45 |
| 4.12 | Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses. | Annex, 48-52 |
| 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: CESAER (Conference of European schools for advanced engineering education and research) EAU (European University Association) EAIR (European Higher Education Society) IAESTE (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 |

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| | | by the WEF) T.I.M.E Association (Top Industrial Managers Europe) AGS (Alliance for Global Sustainability) ISCN (International Sustainable Campus Network) OECD (Organization for Economic Cooperation and Development) CRUS (Conférence des Recteurs des Universités Suisses) Förderverein Schweizer Studienstiftung CUS (Conférence des Universités Suisses) |
| STAKEHOLDER ENGAGEMENT | | |
| 4.14 | Stakeholder groups engaged by the organization. | Society and Outreach, 40-41 |
| 4.15 | Basis for identification and selection of stakeholders with whom to engage. | Society and Outreach, 40, 41 |
| 4.16 | Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group. | Society and Outreach, 40-41 GRI Guideline application in this report, 46-47 |
| 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. | Society and Outreach, 40-41 |

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| 5 | Performance Indicators | |
| Economic | | |
| ASPECT: 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 & Governance, 43 |
| 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 & Governance, 43 |
| ASPECT: 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. | |
| ASPECT: INDIRECT ECONOMIC IMPACTS | | |
| EC8 | Development and impact of infrastructure investments and services provided primarily for public benefit. | Providing specific public services, 38 Inviting neighbours and the general public, 38 |
| EC9 | Understanding and describing significant indirect economic impacts, including the extent of impacts. | Knowledge valuable for society, 21-22 Successful innovation for the market place, 22 |
| Environmental | | |
| ASPECT: MATERIALS | | |
| EN1 | Materials used by weight or volume. | Lowering amount and impacts of paper use, 32 |
| EN2 | Percentage of materials used that are recycled input materials. | Lowering amount and impacts of paper use, 32 |
| ASPECT: ENERGY | | |
| EN3 | Direct energy consumption by primary energy source. | Reporting against Principle 1, 10 Savings in relative energy demand, 32 |
| EN4 | Indirect energy consumption by primary source. | Reporting against Principle 1, 10 Savings in relative energy demand, 32 |
| EN5 | Energy saved due to conservation and efficiency improvements. | Savings in relative energy demand, 31 |

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| | | Waste heat recovery, 32 Facilities and Environment, 33-34 |
| 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 information on EN6: Successful innovation for the market place, 22 |
| EN7 | Initiatives to reduce indirect energy consumption and reductions achieved. | |
| ASPECT: 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. | |
| ASPECT: 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. | |
| ASPECT: EMISSIONS, EFFLUENTS, AND WASTE | | |
| EN16 | Total direct and indirect greenhouse gas emissions by weight. | Closely monitoring Greenhouse Gas emissions, 32, 35 |
| EN17 | Other relevant indirect greenhouse gas emissions by weight. | Closely monitoring Greenhouse Gas emissions, 32, 35 |
| EN18 | Initiatives to reduce greenhouse gas emissions and reductions achieved. | Efficiency in individual buildings and beyond, 31 Carbon reduction as a key goal, 32 Facilities and Environment, 34 |
| EN19 | Emissions of ozone-depleting substances by weight. | |
| EN20 | NOx, SOx, and other significant air emissions by type and weight. | Minimizing air emissions 32 |
| EN21 | Total water discharge by quality and destination. | |
| EN22 | Total weight of waste by type and disposal method. | Safe Handling of Hazardous waste, 33 |
| 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. | |
| ASPECT: PRODUCTS AND SERVICES | | |
| EN26 | Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. | Partial information on EN26: Successful innovation for the market place, 22 |
| EN27 | Percentage of products sold and their packaging materials that are reclaimed by category. | |
| ASPECT: COMPLIANCE | | |
| EN28 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations. | |
| ASPECT: 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 information on EN29: Reporting against Principle 2, 14 |
| ASPECT: OVERALL | | |
| EN30 | Total environmental protection expenditures and investments by type. | |
| Labor Practices and Decent Work | | |
| ASPECT: EMPLOYMENT | | |
| LA1 | Total workforce by employment type, employment contract, and region. | Students Faculty & Staff, 27 |
| LA2 | Total number and rate of employee turnover by age group, gender, and region. | Partial information on LA2: |

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| LA3 | Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations. | |
| ASPECT: 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. | |
| ASPECT: 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. | ETH Zurich cares for Health & Safety, 26 - 27 |
| 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. | |
| ASPECT: TRAINING AND EDUCATION | | |
| LA10 | Average hours of training per year per employee by employee category. | Partial information on LA10: Importance of personnel development, 25 |
| LA11 | Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. | Importance of personnel development, 25 |
| LA12 | Percentage of employees receiving regular performance and career development reviews. | Leadership principles support development, 25 |
| ASPECT: 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 key in scientific community, 25-26 Students Faculty & Staff, 27-28 Executive Board & Committee, 44 |
| LA14 | Ratio of basic salary of men to women by employee category. | |
| Human Rights | | |
| ASPECT: 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. | |
| ASPECT: NON-DISCRIMINATION | | |
| HR4 | Total number of incidents of discrimination and actions taken. | In 2010, there were no reported incidents of discrimination. |
| ASPECT: 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. | |
| ASPECT: 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. | |
| ASPECT: 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. | |
| ASPECT: 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. | |

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| ASPECT: INDIGENOUS RIGHTS | | |
| HR9 | Total number of incidents of violations involving rights of indigenous people and actions taken. | |
| Society | | |
| ASPECT: COMMUNITY | | |
| SO1 | Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting. | |
| ASPECT: CORRUPTION | | |
| SO2 | Percentage and total number of business units analyzed for risks related to corruption. | |
| SO3 | Percentage of employees trained in organization's anti-corruption policies and procedures. | Ethical conduct for activities, 38-39 |
| SO4 | Actions taken in response to incidents of corruption. | |
| ASPECT: PUBLIC POLICY | | |
| SO5 | Public policy positions and participation in public policy development and lobbying. | Informing public debates as honest broker, 37 |
| SO6 | 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 |
| ASPECT: ANTI-COMPETITIVE BEHAVIOR | | |
| SO7 | Total number of legal actions for anti-competitive behaviour anti-trust, and monopoly practices and their outcomes. | |
| ASPECT: COMPLIANCE | | |
| SO8 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations. | |
| Product Responsibility | | |
| ASPECT: 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. | |
| ASPECT: PRODUCT AND SERVICE LABELING | | |
| PR3 | Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements. | Partial information on PR3: Reporting against Principle 3, 16-18 |
| 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. | Students interests considered, 26 |
| ASPECT: 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. | |
| ASPECT: CUSTOMER PRIVACY | | |
| PR8 | Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data. | Privacy and data protection ensured, 27 |
| ASPECT: COMPLIANCE | | |
| PR9 | Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services. | |

GRI Guideline Application in the Sustainability Report 2009 to 2010

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 with the goal to highlight 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 2009 to 2010, and has confirmed that the report qualifies as Application Level B under those guidelines.

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Acknowledgement: The ETH Zurich Sustainability Report 2009 to 2010 and this corresponding GRI Index were prepared in collaboration with sustainserv, Boston and Zurich.

Appendix: Disclosures on Management Approaches- DMAs

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.