

# SUMMARY TABLES

This section is designed to enable readers to relate the issues addressed in the report to the international experience of the GRI - G4 and the UN Global Compact.

## REPORTING ISSUES

Pirelli & C. S.p.A. Sustainability Report 2013 is prepared 'in accordance' with the Comprehensive option of the GRI G4 Sustainability Reporting Guidelines. There are no explicit omissions because all KPIs for each material aspect have been reported.

### GENERAL STANDARD DISCLOSURES

	<b>Sections</b>	<b>GRI G4 Indicators</b>
Strategy and Analysis	Creation of sustainable value - Sustainable Growth strategy: Industrial Plan 2013-2017 with Sustainability targets 2020	G4-1, G4-2
Organizational Profile	Creation of sustainable value – Sustainability governance – Our suppliers – Pirelli employees around the world – Industrial relations – External community	G4-3, G4-4, G4-5, G4-6, G4-7, G4-8, G4-9, G4-10, G4-11, G4-12, G4-13, G4-14, G4-15, G4-16
Identified material aspects and boundaries	Materiality analysis of sustainable growth elements	G4-17, G4-18, G4-19, G4-20, G4-21, G4-22, G4-23
Stakeholder engagement	Group Whistleblowing procedure – Financial communication (Investors) – Information and training (Customers) – Road safety culture and international initiatives (Customers) – Training of suppliers on sustainability issues (Suppliers) – Diversity management – Employer branding, development and training – Group opinion survey – Internal communication: international outlook, engagement and sharing – Industrial relations – Occupational Health, Safety and Hygiene – External Community	G4-24, G4-25, G4-26, G4-27
Report profile	A note on methodology – Assurance Statement – Summary Tables	G4-28, G4-29, G4-30, G4-31, G4-32, G4-33
Governance	Sustainability governance – Long-term governance tools – Group Whistleblowing procedure – Diversity management	G4-34, G4-35, G4-36, G4-37, G4-38, G4-39, G4-40, G4-41, G4-42, G4-43, G4-44, G4-45, G4-46, G4-47, G4-48, G4-49, G4-50, G4-51, G4-52, G4-53, G4-54, G4-55
Ethics and integrity	Sustainability governance - Group Whistleblowing procedure	G4-56, G4-57, G4-58

# GRI G4 PERFORMANCE INDICATORS

## SPECIFIC STANDARD DISCLOSURES

Area	Material Aspects	Sections	Disclosures on Management Approach (DMAs) and KPIs
Economic	Economic Performance	Sales by geographical area – Risk Governance – Added Value – The Pirelli Group environmental strategy – Occupational retirement and health – care plans	G4 –DMA Aspect Economic Performance G4-EC1 G4-EC2 G4-EC3
		Loans and contributions received from the Public Administration	G4-EC4
	Market Presence	Diversity management (part related to entry level wage by gender and proportion of senior management hired from local community)	G4 – DMA Aspect Market presence G4-EC5 G4-EC6
	Indirect Economic Impacts	Added value	G4 – DMA Aspect Indirect Economic Impacts G4-EC7
		External community	G4-EC8
Procurement Practices	Trend of purchases	G4 – DMA Aspect Procurement Practices G4-EC9	
Environmental	Materials	The Pirelli Group environmental strategy - Trend of purchases – Research and development of raw materials	G4 - DMA Aspect Materials G4-EN1 G4-EN2
	Energy	The Pirelli Group environmental strategy - Energy management	G4 - DMA Aspect Energy G4-EN3 G4-EN4 G4-EN5 G4-EN6 G4-EN7
	Water	The Pirelli Group environmental strategy - Water management - Other emissions and environmental aspects	G4 - DMA Aspect Water
		The Pirelli Group environmental strategy - Water management	G4-EN8 G4-EN9 G4-EN10
	Biodiversity	Greenhouse gas emissions management - Biodiversity	G4 - DMA Aspect Biodiversity G4-EN11 G4-EN12 G4-EN13 G4-EN14
	Emissions	Greenhouse gas emissions management	G4 - DMA Aspect Emissions G4-EN15 G4-EN16 G4-EN17 G4-EN18 G4-EN19
		Other emissions and environmental aspects	G4-EN20
		Solvents - NOx Emissions – Other emissions and environmental aspects	G4-EN21
	Effluents and waste	Waste management – Water management	G4 – DMA Aspect Effluents and waste
		Water management	G4-EN22
		Waste management	G4-EN23
		Other emissions and environmental aspects	G4-EN24
		Waste management	G4-EN25
		Water management	G4-EN26
	Products and services	Product and use phase - The Pirelli Group environmental strategy	G4 – DMA Aspect product and services G4-EN27
Packaging	Handling of packaging - End-of-life management of Tyres	G4-EN28	
Compliance	Other emissions and environmental aspects	G4-EN29	
Transport	The Pirelli Group environmental strategy	G4 - DMA Aspect Transport G4-EN30	
Overall	Expenses and investments	G4-EN31	
Supplier environmental Assessment	Our suppliers	G4 - DMA Aspect Supplier environmental Assessment G4-EN32 G4-EN33	
Environmental Grievance Mechanisms	Other emissions and environmental aspects	G4 - DMA Aspect Environmental Grievance Mechanisms G4-EN34	

<b>Area</b>	<b>Material Aspects</b>	<b>Sections</b>	<b>Disclosures on Management Approach (DMAs) and KPIs</b>
Labor Practices	Employment	Pirelli employees around the world	G4 - DMA Aspect Employment G4-LA1
		Welfare and initiatives for the internal community	G4-LA2
		Diversity management - Welfare and initiatives for the internal community	G4-LA3
	Labor/Management Relations	Industrial relations	G4-LA4
	Occupational Health and Safety	Industrial relations - Occupational Health, Safety and Hygiene	G4 - DMA Aspect Occupational Health and Safety
		Industrial relations	G4-LA5 G4-LA8
		Occupational Health, Safety and Hygiene	G4-LA6 G4-LA7
	Training and education	Employer Branding, development and training – Safety training	G4 – DMA Aspect Training and education G4-LA9 G4-LA10 G4-LA11
	Diversity and Equal Opportunity	Pirelli employees around the world – Diversity management	G4 – DMA Aspect Diversity and Equal Opportunity G4-LA12
		Diversity management	G4 – DMA Aspect Equal Remuneration for Women and Men G4-LA13
Supplier Assessment for Labor Practices	Our suppliers	G4 - DMA Aspect Supplier Assessment for Labor Practices G4-LA14 G4-LA15	
Labor Practices Grievance Mechanisms	Group opinion survey	G4 - DMA Aspect Labor Practices Grievance Mechanisms G4-LA16	

<b>Area</b>	<b>Material Aspects</b>	<b>Sections</b>	<b>Disclosures on Management Approach (DMAs) and KPIs</b>
Human Rights	Investment	Independent audits of social and environmental responsibility and business ethics – Our suppliers – Sustainability training	G4 - DMA Aspect Investment G4-HR1 G4-HR2
	Non-discrimination	Group Whistleblowing procedure – Diversity management	G4 - DMA Aspect Non-discrimination G4-HR3
	Freedom of Association and Collective Bargaining	Human Rights governance – Independent audits of social and environmental responsibility and business ethics – Group Whistleblowing procedure – Our Suppliers – Internal Community - Compliance with statutory and contractual obligations governing overtime, time off, association and negotiation, Equal Opportunities and Non-Discrimination, bans on child and forced labour	G4 - DMA Aspect Freedom of Association and Collective Bargaining G4-HR4
	Child Labor	Human Rights governance - Independent audits of social and environmental responsibility and business ethics – Group Whistleblowing procedure – Our Suppliers – Internal Community – Diversity management – Compliance with statutory and contractual obligations governing overtime, time off, association and negotiation, Equal Opportunities and Non-Discrimination, bans on child and forced labour	G4 - DMA Aspect Child Labor G4-HR5
	Forced of Compulsory Labor	Human Rights governance - Independent audits of social and environmental responsibility and business ethics – Group Whistleblowing procedure – Our Suppliers – Internal Community – Diversity management – Compliance with statutory and contractual obligations governing overtime, time off, association and negotiation, Equal Opportunities and Non-Discrimination, bans on child and forced labour	G4 - DMA Aspect Forced of Compulsory Labor G4-HR6
	Security Practices	Training of suppliers on sustainability issues – Occupational Health, Safety and Hygiene	G4 - DMA Aspect Security Practices G4-HR7
	Indigenous Rights	Group Whistleblowing procedure	G4 - DMA Aspect Indigenous Rights G4-HR8
	Assessment	Independent audits of social and environmental responsibility and business ethics – Compliance with statutory and contractual obligations governing overtime, time off, association and negotiation, Equal Opportunities and Non-Discrimination, bans on child and forced labour	G4 - DMA Aspect Assessment G4-HR9
	Supplier Human Rights Assessment	Risk Governance – Our suppliers – Training of suppliers on sustainability issues	G4 - DMA Aspect Human rights Assessment G4-HR10, G4-HR11
	Human rights Grievance Mechanisms	Group Whistleblowing procedure	G4 - DMA Aspect Human rights Grievance Mechanisms G4-HR12

<b>Area</b>	<b>Material Aspects</b>	<b>Sections</b>	<b>Disclosures on Management Approach (DMAs) and KPIs</b>
Society	Local Communities	Stakeholder engagement – Biodiversity– External community	G4 - DMA Aspect Local communities G4-SO1 G4-SO2
	Anti-corruption	Risk Governance – Group Whistleblowing procedure – Compliance	G4 - DMA Aspect Anti-corruption G4-SO3 G4-SO4 G4-SO5
	Public Policy	Added Value – Loans and contributions received from the Public Administration – External community	G4 - DMA Aspect Public Policy
	Anti-competitive Behavior	Added Value – Loans and contributions received from the Public Administration – External community	G4-SO6
		Added Value – Loans and contributions received from the Public Administration – External community	G4 - DMA Aspect Anti-competitive Behavior G4-SO7
	Compliance	Trasparency	G4 - DMA Aspect Compliance G4-SO8
	Assessment for impacts on Society	Our suppliers	G4 - DMA Aspect Assessment for impacts on Society G4-SO9 G4-SO10
Grievance Mechanisms for Impacts on Society	Group Whistleblowing procedure	G4 - DMA Aspect Grievance Mechanisms for Impacts on Society G4-SO11	
Product Responsibility	Customer health and safety	Information and training - Quality Certifications – Focus on Human health and the environment – Environmental Dimension – Product and use phase	G4 - DMA Aspect Customer health and safety G4-PR1 G4-PR2
	Product and service labeling	Information and training	G4 - DMA Aspect Product and service labeling G4-PR3
		Trasparency	G4-PR4
		Listening and exchanging ideas as sources for continual improvement	G4-PR5
	Marketing Communications	Trasparency	G4 - DMA Aspect Marketing Communications G4-PR6
		Trasparency	G4-PR7
	Customer Privacy	Trasparency	G4- DMA Aspect Customer Privacy G4-PR8
Compliance	Trasparency	G4 - DMA Aspect Compliance G4-PR9	

**THE GLOBAL COMPACT PRINCIPLES AND GRI INDICATORS**

<b>Areas of the Global Compact</b>	<b>Global Compact Principles</b>	<b>Directly Relevant GRI Indicators</b>	<b>Indirectly Relevant GRI Indicators</b>
Human Rights	Principle 1 – Business should promote and respect internationally proclaimed human rights in their respective spheres of influence.	HUMAN RIGHTS Aspect: Investment G4 - HR1, G4 - HR2 Aspect: Freedom of Association and Collective Bargaining G4 - HR4 Aspect: Child Labor G4 - HR5 Aspect: Forced or Compulsory Labor G4 - HR6 Aspect: Security Practices G4 - HR7 Aspect: Indigenous Rights G4 - HR8 Aspect: Assessment G4 - HR9 Aspect: Supplier Human Rights Assessment G4 - HR10 Aspect: Human Rights Grievance Mechanisms G4 - HR12	SOCIETY Aspect: Local Communities G4 - SO1, G4 - SO2
	Principle 2 – Business should ensure that they are not, albeit indirectly, complicit in human rights abuses.	HUMAN RIGHTS Aspect: Investment G4 - HR1 Aspect: Security Practices G4 - HR7 Aspect: Supplier Human Rights Assessment G4 - HR10, G4 - HR11	
Labour Standards	Principle 3 – Businesses should uphold the freedom of association of workers and recognise the right to collective bargaining.	General Standard Disclosure Organizational Profile G4 - 11 HUMAN RIGHTS Aspect: Freedom of Association and Collective Bargaining G4 - HR4 Aspect: Security Practices G4 - HR7 LABOR PRACTICES AND DECENT WORK Aspect: Labor/Management relations G4 - LA4 Aspect: Occupational Health & Safety G4 - LA8	
	Principle 4 – Business should uphold the elimination of all forms of forced and compulsory labour.	HUMAN RIGHTS Aspect: Forced or Compulsory Labor G4 - HR6 Aspect: Security Practices G4 - HR7	HUMAN RIGHTS Aspect: Investment G4 - HR1, G4 - HR2
	Principle 5 – Business should uphold the effective elimination of child labour.	HUMAN RIGHTS Aspect: Child Labor G4 - HR5 Aspect: Security Practices G4 - HR7	HUMAN RIGHTS Aspect: Investment G4 - HR1, G4 - HR2
	Principle 6 – Business should uphold the elimination of discrimination in respect of employment and occupation.	General Standard Disclosure Organizational Profile G4 - 10 LABOR PRACTICES AND DECENT WORK Aspect: Employment G4 - LA1, G4 - LA3 Aspect: Training and Education G4 - LA9 G4 - LA11 Aspect: Diversity and Equal Opportunity G4 - LA12 Aspect: Equal Remuneration for Women and Men G4 - LA13 HUMAN RIGHTS Aspect: Non-discrimination G4 - HR3 Aspect: Security Practices G4 - HR7	General Standard Disclosure Organizational Profile G4 - 11 ECONOMIC Aspect: Market Presence G4 - EC5, G4 - EC6 Aspect: Employment G4 - LA2 HUMAN RIGHTS Aspect: Investment G4 - HR1 Aspect: Supplier Human Rights Assessment G4 - HR10

<b>Areas of the Global Compact</b>	<b>Global Compact Principles</b>	<b>Directly Relevant GRI Indicators</b>	<b>Indirectly Relevant GRI Indicators</b>
Environment	Principle 7 – Businesses should support a precautionary approach to environmental challenges.	G4 - 14 ECONOMIC Aspect: Economic Performance G4 - EC2 Aspect: Overall G4 - EN31	ENVIRONMENTAL Aspect: Materials G4 - EN1, G4 - EN2 Aspect: Energy G4 - EN3, G4 - EN6, G4 - EN7 Aspect: Water G4 - EN8 Aspect: Biodiversity G4 - EN11, G4 - EN12 Aspect: Emissions G4 - EN15, G4 - EN16, G4 - EN17, G4 - EN19, G4 - EN20, G4 - EN21 Aspect: Effluents and Waste G4 - EN22, G4 - EN23, G4 - EN24, G4 - EN25 Aspect: Product and Services G4 - EN27, G4 - EN28 Aspect: Compliance G4 - EN29 Aspect: Transport G4 - EN30
	Principle 8 – Business should undertake initiatives to promote greater environmental responsibility.	ENVIRONMENTAL Aspect: Materials G4 - EN1 Aspect: Energy G4 - EN3 Aspect: Water G4 - EN8 Aspect: Biodiversity G4 - EN11, G4 - EN12, G4 - EN13 Aspect: Emissions G4 - EN15, G4 - EN16, G4 - EN17, G4 - EN19, G4 - EN20, G4 - EN21 Aspect: Effluents and Waste G4 - EN22, G4 - EN23, G4 - EN24, G4 - EN25 Aspect: Product and Services G4 - EN28 Aspect: Compliance G4 - EN29 Aspect: Transport G4 - EN30 Aspect: Overall G4 - EN31 Aspect: Supplier Environmental Assessment G4 - EN32, G4 - EN33 Aspect: Environmental Grievance Mechanisms G4 - EN34	Aspect: Economic Performance G4 - EC2
	Principle 9 – Businesses should encourage the development and diffusion of environmentally friendly technologies.	ENVIRONMENTAL Aspect: Materials G4 - EN2 Aspect: Energy G4 - EN6, G4 - EN7 Aspect: Water G4 - EN10 Aspect: Emissions G4 - EN19 Aspect: Product and Services G4 - EN27	
Anti-Corruption	Principle 10 – Businesses should work against corruption in all its forms, including extortion and bribery.	General Standard Disclosure ETHICS AND INTEGRITY G4 - 56, G4 - 57, G4 - 58 SOCIETY Aspect: Anti-corruption G4 - SO3, G4 - SO4, G4 - SO5 Aspect: Compliance G4 - SO8	Aspect: Public Policy G4 - SO6 Aspect: Anti-competitive Behavior G4 - SO7