

# GRI index



The Sustainability Report 2014 was produced in agreement with the regulations of the Global Reporting Index (GRI) and fulfilled the option "in accordance "Core"". The G4 regulations valid from 2013 were applied. The full GRI index can be found at: [www.echt-nachhaltig.com](http://www.echt-nachhaltig.com).

General standard information		Notes on attainment level	External review
<b>Strategy und analysis</b>			
G4-1	Declaration of the most senior decision makers	3	-
G4-2	Central sustainability-related effects, risks and opportunities	7	-
<b>Organizational profile</b>			
G4-3	Name of the company	Organizational profile	-
G4-4	The most important brands, products and services	8/9	-
G4-5	Corporate headquarters	Organizational profile	-
G4-6	Countries with business focus	Organizational profile	-
G4-7	Legal and ownership structure	Organizational profile	-
G4-8	Important markets	Organizational profile	-
G4-9	Company size	Organizational profile	-
G4-10	Employees by employment relationship, gender and region	35 c) Temporary employees could not be reported by gender d) 93% (2013 96%) of our workers were employed in Germany e) We only employ freelancers in small numbers f) None.	yes
G4-11	Number of employees under collective bargaining agreements	35	-
G4-12	Description of the supply chain	28	-
G4-13	Significant changes during the preparation of the report	C2	-
G4-14	Adoption of the provision principle	31	-
G4-15	Support for external initiatives	22/23	-
G4-16	Membership in associations and interest groups	22/23	-
<b>Identified important aspects and boundaries</b>			
G4-17	List of consolidated companies	C2	-
G4-18	Approach to choosing the contents of the report	21	-
G4-19	All important aspects	23	-
G4-20	Important aspects internal to the company	23	-
G4-21	Important aspects external to the company	23	-
G4-22	New presentation of information in comparison to the former report	C2	-
G4-23	Important changes to the scope of the report and the boundaries of aspects	C2	-
<b>Stakeholder involvement</b>			
G4-24	Involved stakeholder groups	22	-
G4-25	Finding and choosing stakeholders	22	-
G4-26	Approach to dialogue with stakeholders and frequency	22	-
G4-27	Central stakeholder concerns and response	22	-
<b>Report profile</b>			
G4-28	Reporting period	C2	-
G4-29	Date of the last report	5th of June 2013	-
G4-30	Reporting cycle	C2	-
G4-31	Contact for questions pertaining to the report	C3	-
G4-32	Options of agreement with GRI and chosen index	C2	-
G4-33	External report audit	40	-

Company management			
G4-34	Management structure including the highest controlling body	annual report ALBA SE, 70-73	-
G4-54	Ratio of the highest annual salary to median employee income	36	-

Specific standard information	page	Notes on attainment level	External review
<b>Economics</b>			
<i>Issue:</i>	<i>Economic performance – management information</i>	8-17	-
G4-EC1	Generated and shared value	27	-
G4-EC2	Financial consequences, risks and opportunities due to climate change	27	-
<i>Issue:</i>	<i>Indirect economic effects – Management information</i>	27	-
G4-EC8	Indirect economic effects	27	-
<b>Ecology</b>			
<i>Issue:</i>	<i>Materials – management information</i>	24/25, 31	-
G4-EN1	Materials used by weight or volume	32	-
<i>Issue:</i>	<i>Energy – management information</i>	24/25, 31	-
G4-EN3	Energy consumption internal to the company	31	a) Stated in Mwh b) Not applicable (nil) c) Relevant consumption stated in full where invoices not available d) Not applicable (nil) e) Stated in Mwh f) Supplier invoices; qualified estimate where invoices not available g) Conventionally used conversion factors as per relevant public sources. yes
G4-EN4	Energy consumption external to the company	31	-
G4-EN5	Energy intensity	31	-
G4-EN6	Reducing energy consumption	33	-
<i>Issue:</i>	<i>Water – management information</i>	24/25, 31	-
G4-EN8	Total water consumption by source	32	-
G4-EN9	Significantly impaired water sources	32	-
G4-EN10	Recycled and reused water	32/33	-
<i>Issue:</i>	<i>Emissions – management information</i>	24/25, 31	-
G4-EN15	Direct greenhouse gas emissions (Scope 1)	32	a) Fulfilled b) CO <sub>2</sub> basis c) Not applicable (nil) d) Base year not yet defined e) Invoices and meter readings. Diesel consumption for operational and service vehicles on supplier invoices. (Based on fueling cards); qualified estimate where invoices not available f) From the document "Emissionsfaktoren für Strom, Fernwärme und Kraftstoffe" ("Emission factors concerning electricity, long-distance heating and fuels"), revision December 2012, published by PE International AG (for VDA) g) The same consolidated group of companies as for the consolidated financial statements yes
G4-EN16	Indirect energy related greenhouse gas emissions (Scope 2)	32	a) Fulfilled b) CO <sub>2</sub> c) Base year not yet defined d) Invoices from electric utilities; qualified estimate where invoices not available e) National energy mix with reference year 2009, Source see EN15 f) The same consolidated group of companies as for the consolidated financial statements yes

Ecology				
G4-EN17	Miscellaneous indirect greenhouse gas emissions (Scope 3)	32	a) Fulfilled, data relates to air and rail travel b) CO <sub>2</sub> c) Not applicable (nil) d) We report air and rail travel to Category 6 e) Evaluation of travel agents; www.atmosfair.de for internal calculations f) RFI factor was not used	ja
G4-EN18	Intensity of greenhouse gas emissions	32		-
Issue:	Waste water and waste – management information	24/25, 31		-
Ecology				
G4-EN22	Water discharge by quality and location	32		-
G4-EN23	Waste by type and method of disposal	32		-
Issue:	Transport – management information	24/25, 31		-
G4-EN30	Important effects on the environment caused by transport	32		-
Issue:	Supplier ratings in terms of ecological criteria – management information	28		-
G4-EN32	Portion of new suppliers checked against ecological criteria	28		-
Working environment and working conditions				
Issue:	Employment – management information	24/25, 35		-
G4-LA1	New hires and employee turnover	35	a) 79% (2013 95%) of new hires and b) 95% (2013 96%) of resignations occurred in Germany	yes
Issue:	Health and safety – management information	24/25, 35		-
G4-LA6	Accidents, work-related illnesses, sick days and fatalities	36	a) All accidents happened in Germany; the types of injury and the severity of the accidents in relation to the number of days were not analyzed, nor was the gender of the accident victims. In 2013 and 2014, there were no reported or confirmed cases of occupational illnesses. b) External contractors were not documented.	yes
Issue:	Training and further training – management information	24/25, 36		-
G4-LA10	Program to maintain long-term fitness for work	36		-
Issue:	Diversity and equal opportunity – management information	24/25, 36		-
G4-LA12	Composition of corporate bodies and the workforce according to diversity	19		-
Issue:	Equal pay for men and women – management information	36		-
G4-LA13	Ratio of base salary and the salary for women in relation to men	36		-
Issue:	Supplier ratings in terms of employment practices – management information	28		-
G4-LA14	Ratio of new suppliers checked in reference to employment practices	28		-
Society				
Issue:	Fighting corruption – management information	24/25, 29		-
G4-SO4	Information and training for fighting corruption	29		-
Issue:	Compliance – management information	24/25, 29		-
G4-SO8	Fines and sanctions due to legal misconduct	no		-