

GRI G4 table

GRI Content Index

The Global Reporting Initiative (GRI) is an institution aimed at developing and disseminating globally applicable guidelines for sustainability reporting. In accordance with GRI, companies report on the principles and indicators they apply to their economic, environmental and social commitments and render them measurable.

Information about the GRI Content Index is made available to investors and analysts on our website www.deka.de. The Content Index is an overview of all reported GRI indicators and includes references to DekaBank's respective publications, where the relevant information is provided. In addition, the GRI Content Index comprises an annual presentation of the progress made in respect of the UN Global Compact principles.

The GRI Content Index (Fig. 1) indicates where (key) and in which publications DekaBank provides the standard disclosures under the current GRI Guidelines (G4) and the supplementary disclosures for financial service providers (Financial Services Sector Supplement – FSSS).

Contacts for questions relating to corporate sustainability reporting

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GRI Content Index (Fig. 1)

			Pages Sustainability report (SR) / Annual report (AR)	Global Compact Principle
G4	Aspects / Indicator			
General Standard Disclosures				
Strategy and Analysis				
G4	1	Statement from the most senior decision-maker of the organisation	SR Foreword p. 2-3	1-10
Organisational Profile				
G4	3	Name of the organisation	AR p. 36	
G4	4	Primary brands, products and services	AR p. 37-38	
G4	5	Location of the organisation's headquarters	AR p. 211	
G4	6	Countries where the organisation operates	AR p. 46, p. 211	5
G4	7	Nature of ownership and legal form	AR p. 36, p. 198-199	
G4	8	Markets served	AR p. 43-47	
G4	9	Scale of the organisation	AR cover page, p. 36	
G4	10	Total number of employees by type	SR cover page/AR p. 193	6
G4	11	Percentage of total employees covered by collective bargaining agreements	SR p. 26	3
G4	12	Description of the organisation's supply chain	SR p. 27-28	5
G4	13	Significant changes to the organisation during the reporting period	AR p. 36-37	
G4	14	Implementation of the precautionary principle	SR p. 6, p. 27-29/ AR p. 41-43	
G4	15	Externally developed charters, principles or other initiatives endorsed by the organisation	SR p. 6	
G4	16	Memberships of associations or advocacy organisations	SR p. 13, p. 17	
Identified Material Aspects and Boundaries				
G4	17	List of all entities included in the consolidated financial statements or equivalent documents	AR p. 189-190	
G4	18	Process for defining the report content	SR p. 4-5	
G4	19	List of all material aspects	SR Foreword p. 2-3, p. 4-5	
G4	20	Aspect boundary within the organisation for each material aspect	SR p. 4-5	
G4	21	Aspect boundary outside the organisation for each material aspect	SR p. 4-5	
G4	22	Effect of and reasons for any restatements of information	SR Foreword p. 2, p. 28, p. 30	
G4	23	Significant changes from previous reporting periods in the scope and aspect boundaries	SR p. 1, p. 4-6, whole Deka Group (with limitations)	
Stakeholder Engagement				
G4	24	List of stakeholder groups engaged by the organisation	SR p. 4	
G4	25	Basis for identification and selection of stakeholders with whom to engage	SR p. 4	
G4	26	Approach to stakeholder engagement	SR Foreword p. 2	
G4	27	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded	SR p. 4-5	

G4 Aspects/Indicator			Pages Sustainability report (SR)/ Annual report (AR)	Global Compact Principle
Report Profile				
G4	28	Reporting period	SR cover page, p. 1, p. 6, GRI-G4 table	
G4	29	Date of most recent previous report	2014	
G4	30	Reporting cycle	Annual	
G4	31	Contact point for questions regarding the report	SR cover page	
G4	32	'In accordance' option chosen by the organisation, GRI Content Index and reference to the External Assurance Report	SR p. 6, p. 35, GRI G4 table	
G4	33	External assurance of the report	SR p. 34-35	
Governance				
G4	34	Governance structure of the organisation	AR p. 37	
Ethics and Integrity				
G4	56	Organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	SR p. 6-7	10
SPECIFIC STANDARD DISCLOSURES Category: ECONOMIC				
Indirect Economic Impacts				
G4	DMA	Management approach	SR p. 14-15	
G4	EC7	Development and impact of infrastructure investments and services supported	SR p. 15	
G4	EC8	Significant indirect economic impacts, including the extent of impacts	SR p. 10, p. 12, p. 35	
Category: ENVIRONMENTAL				
Energy				
G4	DMA	Management approach	SR p. 15, p. 18, p. 27, p. 29	7, 8, 9
G4	EN3	Energy consumption within the organisation	SR p. 30	7, 8
G4	EN4	Energy consumption outside of the organisation	SR p. 30	8
G4	EN5	Energy intensity	SR p. 27, p. 30	8
G4	EN6	Reduction of energy consumption	SR p. 15, p. 17, p. 27	8, 9
G4	EN7	Reductions in energy requirements of products and services	SR p. 15, p. 17	8, 9
Emissions				
G4	DMA	Management approach	SR p. 29	7, 8, 9
G4	EN15	Direct greenhouse gas (GHG) emissions	SR cover page, p. 28-29	7, 8
G4	EN16	Energy indirect greenhouse gas (GHG) emissions (scope 2)	SR cover page, p. 28-29	7, 8
G4	EN17	Other indirect greenhouse gas (GHG) emissions (scope 3)	SR cover page, p. 28-29	7, 8
G4	EN19	Reduction of greenhouse gas (GHG) emissions	SR cover page, p. 28-29	8, 9
Products and Services				
G4	DMA	Management approach	SR p. 12-18	
G4	EN27	Extent of impact mitigation of environmental impacts of products and services	SR p. 12-18	7, 8, 9

G4 Aspects / Indicator			Pages Sustainability report (SR) / Annual report (AR)	Global Compact Principle
Environmental Grievance Mechanisms				
G4	DMA	Management approach	SR p. 10	
G4	EN34	Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms	SR p. 10	
Category: SOCIAL				
Labour Practices and Decent Work				
Employment				
G4	DMA	Management approach	SR p. 19	
G4	LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	SR p. 21	6
G4	LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	SR p. 26	
G4	LA3	Return to work and retention rates after parental leave, by gender	SR p. 23-24	6
Human Rights				
Investment				
G4	DMA	Management approach	SR p. 12, p. 14-15	
G4	HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	SR p. 10, p. 12	2
G4	HR2	Total hours of employee training on the organisation's human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained ¹⁾	SR p. 8-9	1
Non-discrimination				
G4	DMA	Management approach	SR p. 19-20, p. 22-23	
G4	HR3	Total number of incidents of discrimination and corrective actions taken	SR p. 23	6
Society				
Anti-corruption				
G4	DMA	Management approach	SR p. 7, p. 10, p. 12	
G4	SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	All	10
G4	SO4	Communication and training on anti-corruption policies and procedures	SR p. 7	10
G4	SO5	Confirmed incidents of corruption and actions taken	None, SR p. 10	10
Product Responsibility				
Customer Health and Safety				
G4	DMA	Management approach	SR p. 12-18	
G4	PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	SR p. 12-18	7
G4	PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	SR p. 12-18	

G4 Aspects / Indicator			Pages Sustainability report (SR) / Annual report (AR)	Global Compact Principle
Product and Service Labelling				
G4	DMA	Management approach	SR p. 13	
G4	PR3	Type of product and service information required by the organisation's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements ²⁾	SR p. 6, p. 13	
G4	PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	SR p. 14-15	
G4	PR5	Results of surveys measuring customer satisfaction	SR p. 15-16	
Product Portfolio				
G4	DMA	Formerly FS1-FS5	SR p. 12-18	
G4	FS6	Percentage composition of the portfolio for business lines by specific region, size and sector	AR p. 123-126	
G4	FS7	Monetary value of products and services designed to deliver a specific social benefit, for each business line, broken down by purpose	SR p. 12	
G4	FS8	Monetary value of products and services designed to deliver a specific environmental benefit, for each business line, broken down by purpose ³⁾	SR p. 12	
Customer Privacy				
G4	DMA	Management approach	SR p. 6-10	
G4	PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	SR p. 6-10	
Active Ownership Approach				
G4	DMA	Management approach	SR p. 13	
G4	FS10	Percentage and number of companies held in the institution's portfolio with which the reporting organisation has interacted on environmental or social issues ⁴⁾	SR p. 13	
G4	FS11	Percentage of assets subject to positive and negative environmental or social screening	SR p. 14-15	

¹⁾ It is not possible to accurately derive the number of hours per employee from the data currently available.

²⁾ As a matter of principle, DekaBank fulfils all legally prescribed obligations with respect to the provision of information on products and services. This is regularly reviewed and approved by the relevant governance body, for example BaFin. All product information is also available online at www.deka.de.

³⁾ All essential information relating to products can be found on the website at www.deka.de in the fund descriptions, key investor information, sales prospectuses, annual and half-yearly reports and contract amendments.

⁴⁾ Additional information: DekaBank does not have any fully-owned companies in its portfolio; there are only equity holdings. When making any investment we consider a list of fundamental criteria in relation to requirements covering environmental and social aspects (see UN Global Compact). If these requirements are not met, no investment is made.