

# 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](http://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 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).

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### **Contacts for questions relating to corporate sustainability reporting**

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G4-	ASPECTS / INDICATOR	PAGES SUSTAINABILITY REPORT (SR) / ANNUAL REPORT 2017 (AR)	GLOBAL-COMPACT-PRINCIPLE
<b>GENERAL STANDARD DISCLOSURES</b>			
<b>STRATEGY AND ANALYSIS</b>			
G4-1	Statement from the most senior decision-maker of the organisation	SR p. 2–3	1–10
<b>ORGANISATIONAL PROFILE</b>			
G4-2	Description of key impacts, risks, and opportunities	SR p. 8/AR p. 61–102	
G4-3	Name of the organisation	AR p. 21	
G4-4	Primary brands, products and services	AR p. 28–30	
G4-5	Location of the organisation's headquarters	AR p. 22	
G4-6	Countries where the organisation operates	AR p. 31–33	5
G4-7	Nature of ownership and legal form	AR p. 22	
G4-8	Markets served	AR p. 30–33, 73–74	
G4-9	Scale of the organisation	AR cover page, p. 54–55	
G4-10	Total number of employees by type	SR cover page/AR p. 203	6
G4-11	Percentage of total employees covered by collective bargaining agreements	SR p. 30–31	3
G4-12	Description of the organisation's supply chain	SR p. 32–33	5
G4-13	Significant changes to the organisation during the reporting period	AR p. 32–33	
G4-14	Implementation of the precautionary principle	SR p. 4–10, 32–34	
G4-15	Externally developed charters, principles or other initiatives endorsed by the organisation	SR p. 3, 7–9, 16–18, 22	
G4-16	Memberships of associations or advocacy organisations	SR p. 16–17, Memberships in lobbying associations do not exist	
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>			
G4-17	List of all entities included in the consolidated financial statements or equivalent documents	AR p. 199–200	
G4-18	Process for defining the report content	SR p. 6–8	
G4-19	List of all material aspects	SR p. 2–8	
G4-20	Aspect boundary within the organisation for each material aspect	SR p. 4–8	
G4-21	Aspect boundary outside the organisation for each material aspect	SR p. 4–8	
G4-22	Effect of and reasons for any restatements of information	SR p. 40	
G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries	SR cover page, p. 4–8	
<b>STAKEHOLDER ENGAGEMENT</b>			
G4-24	List of stakeholder groups engaged by the organisation	SR p. 6–8	
G4-25	Basis for identification and selection of stakeholders with whom to engage	SR p. 6–8	
G4-26	Approach to stakeholder engagement	SR p. 6–8	
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded	SR p. 6–8	
<b>REPORT PROFILE</b>			
G4-28	Reporting period	SR Content	
G4-29	Date of most recent previous report	2016	
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. 7, version "core" is available	
G4-33	External assurance of the report	SR p. 40, certificate available	
<b>GOVERNANCE</b>			
G4-34	Governance structure of the organisation	SR p. 4–5/AR p. 22–23	

G4-	ASPECTS / INDICATOR	PAGES SUSTAINABILITY REPORT (SR) / ANNUAL REPORT 2017 (AR)	GLOBAL-COMPACT-PRINCIPLE
<b>ETHICS AND INTEGRITY</b>			
G4-56	Organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	SR p. 7–9, 15	10
<b>SPECIFIC STANDARD DISCLOSURES</b>			
<b>CATEGORY ECONOMIC</b>			
<b>INDIRECT ECONOMIC IMPACTS</b>			
G4-DMA	Management approach	SR p. 20–21	
G4-EC7	Development and impact of infrastructure investments and services supported	SR p. 21	
G4-EC8	Significant indirect economic impacts, including the extent of impacts	SR p. 20–21, p. 32–34	
<b>CATEGORY ENVIRONMENTAL</b>			
<b>ENERGY</b>			
G4-DMA	Management approach	SR p. 33–34	7, 8, 9
G4-EN1	Materials used by weight or volume	SR cover page, p. 34	
G4-EN3	Energy consumption within the organisation	SR cover page, p. 33–35	7, 8
G4-EN4	Energy consumption outside of the organisation	SR p. 33–35	8
G4-EN5	Energy intensity	SR p. 33–35	8
G4-EN6	Reduction of energy consumption	SR p. 33–35	8, 9
G4-EN7	Reductions in energy requirements of products and services	SR p. 18–20	8, 9
G4-EN8	Total water withdrawal by source	SR cover page, p. 34–35	
<b>EMISSIONS</b>			
G4-DMA	Management approach	SR p. 32–33	7, 8, 9
G4-EN15	Direct greenhouse gas (GHG) emissions	SR cover page, p. 35	7, 8
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (scope 2)	SR cover page, p. 35	7, 8
G4-EN17	Other indirect greenhouse gas (GHG) emissions (scope 3)	SR cover page, p. 35	7, 8
G4-EN19	Reduction of greenhouse gas (GHG) emissions	SR cover page, p. 34–35	8, 9
<b>PRODUCTS AND SERVICES</b>			
G4-DMA	Management approach	SR p. 13–21	
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	SR p. 13–21	7, 8, 9
<b>ENVIRONMENTAL GRIEVANCE MECHANISMS</b>			
G4-DMA	Management approach	SR p. 11	
G4-EN34	Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms	SR p. 11	
<b>CATEGORY SOCIAL</b>			
<b>LABOUR PRACTICES AND DECENT WORK</b>			
<b>Employment</b>			
G4-DMA	Management approach	SR p. 22	
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	SR p. 22–25	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. 31	
G4-LA3	Return to work and retention rates after parental leave, by gender	SR p. 27–28	6
G4-LA5	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	100 % (about staff council or work safety committee)	
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	SR p. 30–31	
G4-LA8	Health and safety topics covered in formal agreements with trade unions	SR p. 30	

G4-	ASPECTS / INDICATOR	PAGES SUSTAINABILITY REPORT (SR) / ANNUAL REPORT 2017 (AR)	GLOBAL-COMPACT-PRINCIPLE
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	SR p. 22, p. 24	
<b>HUMAN RIGHTS</b>			
<b>Investment</b>			
G4-DMA	Management approach	SR p. 3, p. 7–8, p. 20–21	
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. 3, p. 7–8, p. 20–21	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 <sup>1</sup>	SR p. 25	1
<b>Non-discrimination</b>			
G4-DMA	Management approach	SR p. 25–29	
G4-HR3	Total number of incidents of discrimination and corrective actions taken	SR p. 28–29	6
<b>SOCIETY</b>			
<b>Anti-corruption</b>			
G4-DMA	Management approach	SR p. 8–10	
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	100 %	
G4-SO2	Operations with significant actual and potential negative impacts on local communities	SR p. 20–21	
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. 9	10
G4-SO5	Confirmed incidents of corruption and actions taken	None, SR p. 9	10
<b>PRODUCT RESPONSIBILITY</b>			
<b>Customer Health and Safety</b>			
G4-DMA	Management approach	SR p. 13–21	
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	SR p. 13–21	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. 13–21	
<b>Product and Service</b>			
G4-DMA	Management approach	SR p. 13–14, p. 19–20	
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 <sup>2</sup>	SR p. 19–20	
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	None	
G4-PR5	Results of surveys measuring customer satisfaction	SR p. 11	
<b>Product Portfolio</b>			
G4-DMA	Formerly FS1–FS5	SR p. 13–21	
G4-FS6	Percentage composition of the portfolio for business lines by specific region, size and sector	AR p. 28–30	
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. 13–14, p. 19, p. 21	
G4-FS8	Monetary value of products and services designed to deliver a specific environmental benefit, for each business line, broken down by purpose <sup>3</sup>	SR p. 13–14, p. 19, p. 21	

G4-	ASPECTS / INDICATOR	PAGES SUSTAINABILITY REPORT (SR) / ANNUAL REPORT 2017 (AR)	GLOBAL-COMPACT-PRINCIPLE
	<b>Customer Privacy</b>		
G4-DMA	Management approach	SR p. 7–11	
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	SR p. 7–11	
	<b>Active Ownership Approach</b>		
G4-DMA	Management approach	SR p. 14–15	
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 <sup>4</sup>	SR p. 14–15	
G4-FS11	Percentage of assets subject to positive and negative environmental or social screening	SR p. 13, 20–21	

<sup>1</sup> It is not possible to accurately derive the number of hours per employee from the data currently available.

<sup>2</sup> 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](http://www.deka.de).

<sup>3</sup> All essential information relating to products can be found on the website at [www.deka.de](http://www.deka.de) in the fund descriptions, key investor information, sales prospectuses, annual and half-yearly reports and contract amendments.

<sup>4</sup> 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.