

GRI Content Index

Sustainability reporting at the Schaeffler Group is based on the G4 guidelines of the Global Reporting Initiative (GRI) and complies with the option “in agreement – core”. The GRI Content Index is a central element of the report. It lists the GRI system indicators we use and at what points in the texts this information is to be found in the Sustainability Report 2016 or in the Schaeffler Annual Report 2016. The Sustainability Report has received the GRI “Materiality Disclosure Service”, i.e. it was checked for appropriate presentation of the information on indicators G4-17 to G4-27 listed in the GRI Content Index. The Schaeffler Group gears its sustainability activities towards the ten principles of the UN Global Compact in the areas of human rights, occupational standards, environmental protection, and anticorruption measures. In the GRI Content Index we show which of the GRI indicators we respond to also cover one of more of the UN Global Compact principles.



General Standard Disclosures Overview

Indicator	Disclosure description	Reference/explanation	UNGC principle
Strategy and analysis			
G4-1	Statements from the most senior decision-makers	SR p. 5, 7	
G4-2	Key impacts, opportunities, and risks related to sustainability	SR p. 23	
Organizational profile			
G4-3	Name of the organization	SR p. C1	
G4-4	Primary brands, products, and services	SR p. C1; AR p. 1	
G4-5	Location of organizational headquarters	AR p. 1	
G4-6	Countries with business activity focus	AR p. 1, 16	
G4-7	Nature of ownership and legal form	AR p. 1	
G4-8	Key markets	AR p. 1, 4	
G4-9	Size of the organization	AR p. 1	
G4-10	Employees by employment contract, gender, and region	SR p. 61-63, 78-79	6
G4-11	Percentage of employees covered by collective bargaining agreements	Key figure is not being tracked.	3
G4-12	Description of supply chain	SR p. 29; AR p. 13 ff.	
G4-13	Significant changes during the reporting period	AR p. i4 f.	
G4-14	Implementation of precautionary principle	SR p. 49-50	
G4-15	Support of external initiatives	SR p. 13-14, 72-77	
G4-16	Memberships in associations and advocacy organizations	A list of relevant memberships is available under www.schaeffler.com/sustainability/sustainable-management .	
Identified material aspects and boundaries			
G4-17	List of consolidated entities	AR p. 119, 157 f.	
G4-18	Process for defining the report content	SR p. 86	
G4-19	List of material aspects	SR p. 13	
G4-20	Material aspects within the organization	SR p. 13	
G4-21	Material aspects outside the organization	SR p. 13	
G4-22	Restatements of information provided in previous reports	The Sustainability Report 2016 is a first-time report.	
G4-23	Significant changes in the scope and aspect boundaries	The Sustainability Report 2016 is a first-time report.	

Indicator	Disclosure description	Reference/explanation	UNGC principle
Stakeholder engagement			
G4-24	Stakeholder groups engaged by the organization	SR p. 13	
G4-25	Identification and selection of stakeholders	SR p. 13	
G4-26	Approach to stakeholder dialog and frequency of engagement	SR p. 13	
G4-27	Key stakeholder topics and concerns and organization's response	SR p. 13	
Report profile			
G4-28	Reporting period	SR p. 86	
G4-29	Date of most recent previous report	The Sustainability Report 2016 is a first-time report.	
G4-30	Reporting cycle	SR p. 86	
G4-31	Contact point for questions regarding the report	SR p. 86	
G4-32	'In accordance' option and chosen index	SR p. 86	
G4-33	External report assurance	SR p. 86	
Corporate governance			
G4-34	Governance structure, including highest governing body	AR p. 100 ff.	
G4-35	Process for delegating authority for economic, environmental, and social topics	SR p. 10-12	
G4-36	Positions with responsibility for economic, environmental, and social topics	SR p. 10-12	
G4-37	Positions with responsibility for economic, environmental, and social topics	SR p. 10-12	
G4-38	Composition of the highest governing body and its committees	AR p. 100	
G4-39	Independence of the Chair of the highest governing body	AR p. 76	
G4-40	Nomination and selection processes for the highest governing body	AR p. 77	
G4-41	Processes to ensure conflicts of interest are avoided	AR p. 78	
G4-42	The highest governing body's roles in the organization's strategy and mission statements	SR p. 10-12; AR p. 74 ff.	
G4-43	Measures taken with regard to the highest governing body's knowledge regarding sustainability	SR p. 10-12	
G4-44	Evaluation of the highest governing body's performance with respect to sustainability	AR p. 88 ff.	
G4-45	The highest governing body's roles in the identification and management of sustainability risks and opportunities	SR p. 10-12	
G4-46	The highest governing body's roles in reviewing the effectiveness of the organization's risk management	AR p. 61 ff.	
G4-47	Frequency of the highest governing body's review of sustainability risks and opportunities	SR p. 10-12	
G4-48	Highest committee that formally approves the organization's sustainability report	SR p. 10-12	
G4-49	Process for communicating critical concerns to the highest governing body	AR p. 84 ff.	
G4-50	Critical concerns communicated to the highest governing body	AR p. 81 ff.	
G4-51	Remuneration policies for the highest governing body and senior executives	AR p. 88 ff.	
G4-52	Process for determining remuneration	AR p. 88 ff.	
Ethics and integrity			
G4-56	Values, principles, standards, and norms of behavior	SR p. 10-12, 26-28; AR p. 29	10
G4-57	Mechanisms for seeking advice on ethical and lawful behavior	AR p. 85 ff.	10
G4-58	Mechanisms for reporting concerns about unethical or unlawful behavior	AR p. 85 ff.	10

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* The review procedure of individual cases is currently still ongoing, the results of which must be taken into account to answer this question. A premature presentation of the information might result in falsifying or misleading statements.

Specific Standard Disclosures Overview

Indicator	Disclosure description	Reference/explanation	UNGC principle
Category: Economic			
Economic performance			
G4-DMA		SR p. 23	
G4-EC1	Economic value generated and distributed	SR p. 78-79	
G4-EC2	Financial implications, risks, and opportunities due to climate change	SR p. 23; AR p. 31, 64 ff.	7
G4-EC3	Obligations resulting from performance-oriented pension plan	AR p. 54, 67	
Market presence			
G4-DMA		SR p. C1, 23	
G4-EC5	Gap between standard entry level wage and local minimum wage	*	6
G4-EC6	Proportion of senior managers hired from the local community	*	6
Procurement practices			
G4-DMA		SR p. 29	
G4-EC9	Proportion of spending on local suppliers	SR p. 29, 78-79	
Category: Environmental			
Materials			
G4-DMA		SR p. 53-55	
G4-EN1	Materials used by weight or volume	SR p. 78-79	7, 8
G4-EN2	Percentage of materials used that are recycled input materials	SR p. 78-79	8
Energy			
G4-DMA		SR p. 53-55	
G4-EN3	Energy consumption within the organization	SR p. 78-79	7, 8
G4-EN6	Reduction of energy consumption	SR p. 78-79	8, 9
G4-EN7	Production of energy requirements for products and services	SR p. 78-79	8, 9
Water			
G4-DMA		SR p. 53-55	
G4-EN8	Total water withdrawal by source	SR p. 78-79	7, 8
Emissions			
G4-DMA		SR p. 53-54	
G4-EN15	Direct greenhouse gas emissions (Scope 1)	SR p. 78-79	7, 8
G4-EN16	Indirect, energy-related greenhouse gas emissions (Scope 2)	SR p. 78-79	7, 8
G4-EN18	Intensity of greenhouse gas emissions	SR p. 78-79	8
G4-EN19	Reduction of greenhouse gas emissions	SR p. 78-79	8, 9
G4-EN21	NO _x , SO _x , and other significant emissions into the air	SR p. 78-79	7, 8
Effluents and waste			
G4-DMA		SR p. 53-55	
G4-EN22	Total water discharge by quality and destination	SR p. 78-79	8
G4-EN23	Total weight of waste by type and disposal method	SR p. 78-79	8
Products and services			
G4-DMA		SR p. 36-37, 53-55	
G4-EN27	Mitigation of environmental impacts of products and services	SR p. 35-37	7, 8, 9

Indicator	Disclosure description	Reference/explanation	UNGC principle
Compliance			
G4-DMA		SR p. 49-51	
G4-EN29	Fines and sanctions for non-compliance with environmental laws and regulations	*	8
Overall			
G4-DMA		SR p. 49-55	
G4-EN31	Total environmental protection expenditures and investments	SR p. 49-50, 51-52, 53-55	7, 8, 9
Supplier environmental assessment			
G4-DMA		SR p. 29, 48-55, 56-57	
G4-EN32	Percentage of new suppliers screened using environmental criteria	SR p. 78-79	8
G4-EN33	Significant environmental impacts in the supply chain	SR p. 29, 56-57	8
Environmental grievance mechanisms			
G4-DMA		SR p. 49-50	
G4-EN34	Number of formal grievances regarding environmental impacts	No cases known.	8
Category: Social			
Labor practices and decent work			
G4-DMA		SR p. 27, 61-63	
G4-LA1	Total number of new employee hires and employee turnover	SR p. 78-79	6
Labor/management relations			
G4-DMA		SR p. 71	
G4-LA4	Minimum notice periods regarding major operational changes	AR p. 25 ff.	3
Occupational health and safety			
G4-DMA		SR p. 66-67	
G4-LA6	Injuries, occupational diseases, lost days, and work-related fatalities	SR p. 78-79	
G4-LA8	Health and safety topics covered in formal agreements with trade unions	SR p. 66-67	
Training and education			
G4-DMA		SR p. 64-65	
G4-LA9	Average hours of training and education	SR p. 78-79; AR p. 28	6
G4-LA10	Programs that support the continued maintenance of job-related skills	SR p. 66-67; AR p. 29	
G4-LA11	Percentage of employees receiving regular performance and career development reviews	SR p. 64-65; AR p. 25 ff.	6
Supplier assessment for labor practices			
G4-DMA		SR p. 29	
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	SR p. 78-79; AR p. 30	
Labor practices grievance mechanisms			
G4-DMA		SR p. 29	
G4-LA16	Number of formal grievances regarding effects on labor practices	No cases known.	

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Indicator	Disclosure description	Reference/explanation	UNGC principle
Human rights			
Investments			
G4-DMA		SR p. 26-28	
G4-HR1	Significant investment agreements and contracts that include human rights clauses or underwent human rights screening	SR p. 26-28	2
Non-discrimination			
G4-DMA		SR p. 61-63	
G4-HR3	Total number of incidents of discrimination and corrective actions taken	No cases known.	6
Freedom of association and collective bargaining			
G4-DMA		SR p. 26-28, 71	
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	SR p. 26-28, 29-31	3
Child labor			
G4-DMA		SR p. 26-28, 29-31	
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken	SR p. 26-28, 29-31	5
Forced or compulsory labor			
G4-DMA		SR p. 26-28, 29-31	
G4-HR6	Operations and suppliers identified as having significant risk for forced or compulsory labor, and measures taken	SR p. 26-28, 29-31	4
Assessment			
G4-DMA		SR p. 26-28, 29-31	
G4-HR9	Total number of operations that have been subject to human rights review or impact assessments	SR p. 26-28, 29-31	1
Supplier human rights assessment			
G4-DMA		SR p. 26-28, 29-31	
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	SR p. 26-28, 29-31	2
Human rights grievance mechanisms			
G4-DMA		SR p. 26-28	
G4-HR12	Number of formal grievances regarding human rights violations	No cases known.	1
Society			
Local communities			
G4-DMA		SR p. 72-77	
G4-SO1	Percentage of operations which implemented local community engagement, impact assessments, and development programs	No investigation currently ongoing.	1
Anti-corruption			
G4-DMA		SR p. 26-28; AR p. 85 ff.	
G4-SO3	Percentage of operations assessed for risks related to corruption and the risks identified	AR p. 85 ff.	10
G4-SO4	Communication and training on anti-corruption policies and procedures	SR p. 26-28; AR p. 85 ff.	10
Anti-competitive behavior			
G4-DMA		SR p. 26-28, AR p. 85 ff.	
G4-SO7	Total number of legal actions for behavior in violation of anti-competition laws, anti-trust, and monopoly practices	AR p. 41, 66	

Indicator	Disclosure description	Reference/explanation	UNGC principle
Compliance			
G4-DMA		SR p. 26-28, AR p. 85 ff.	
G4-SO8	Significant fines and sanctions for non-compliance with laws and regulations	AR p. 41, 66	
Supplier assessment for impacts on society			
G4-DMA		SR p. 29-31	
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	No investigation currently ongoing.	
Product responsibility			
Customer health and safety			
G4-DMA		SR p. 40-41	
G4-PR1	Percentage of significant product and service categories for which health and safety impacts have been assessed for improvement	SR p. 40-41	
Product and service labeling			
G4-DMA		SR p. 40-41, 44-45	
G4-PR3	Principles and procedures for product and service labeling, and percentage of significant categories subject to such information requirements	SR p. 40-41	
Marketing communications			
G4-DMA		SR p. 42-43	
G4-PR6	Sale of banned or disputed products	No cases known.	
Customer privacy			
G4-DMA		SR p. 28	
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy	No cases known.	
Compliance			
G4-DMA		SR p. 26-28; AR p. 85 ff.	
G4-PR9	Significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	No cases known.	

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