UN GLOBAL COMPACT – COMMUNICATIONS ON PROGRESS – 2012

**MEASUREMENT AND REPORTING: SAP SUSTAINABILITY REPORT 2011
(WWW.SAPSUSTAINABILITYREPORT.COM)**

Correspondence between UN Global Compact and GRI indicators:

http://www.sapsustainabilityreport.com/un-global-compact

GLOBAL COMPACT PRINCIPLE		
TOPIC	**PRINCIPLE**	**DESCRIPTION**
HUMAN RIGHTS	1. Businesses are asked to support and respect the protection of international human rights within their sphere of influence;	• LA4 Percentage of employees covered by collective bargaining agreements. More › • LA6 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. More › • LA7 Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region. More › • LA8 Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases. More › • LA13 Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity. More › • LA14 Ratio of basic salary of men to women by employee category. More › • HR1 Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening. More › • HR2 Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken. More › • HR3 Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained. More › • HR4 Total number of incidents of discrimination and actions taken. More ›

		• HR5 Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights. More ›
		• HR6 Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor. More ›
		• HR7 Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor. More ›
		• PR8 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data. More ›
	2. Make sure their own corporations are not complicit in human rights abuses.	• HR1 Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening. More ›
		• HR2 Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken. More ›
		• HR3 Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained. More ›
		• HR4 Total number of incidents of discrimination and actions taken. More ›
		• HR5 Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights. More ›
		• HR6 Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor. More ›
		• HR7 Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor. More ›
LABOR	3. Businesses are asked to uphold the freedom of	• LA4 Percentage of employees covered by collective bargaining agreements. More ›
		• LA5 Minimum notice period(s) regarding operational

	association and the effective recognition of the right to collective bargaining;	changes, including whether it is specified in collective agreements. More › • HR5 Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights. More ›
	4. The elimination of all forms of forced and compulsory labor;	• HR1 Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening. More › • HR2 Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken. More › • HR7 Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor. More ›
	5. The effective abolition of child labor;	• HR1 Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening. More › • HR2 Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken. More › • HR6 Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor. More ›
	6. The elimination of discrimination in respect of employment and occupation.	• EC7 Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation. More › • LA2 Total number and rate of employee turnover by age group, gender, and region. More › • LA13 Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity. More › • LA14 Ratio of basic salary of men to women by employee category. More › • HR1 Percentage and total number of significant investment agreements that include human rights

		clauses or that have undergone human rights screening. More ›
		• HR2 Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken. More ›
		• HR3 Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained. More ›
		• HR4 Total number of incidents of discrimination and actions taken. More ›
3. ENVIRONMENT	7. Businesses are asked to support a precautionary approach to environmental challenges;	• EC2 Financial implications and other risks and opportunities for the organization's activities due to climate change. More › • EN18 Initiatives to reduce greenhouse gas emissions and reductions achieved. More › • EN26 Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. More ›
	8. Undertake initiatives to promote greater environmental responsibility;	• EN1 Materials used by weight or volume. More › • EN2 Percentage of materials used that are recycled input materials. More › • EN3 Direct energy consumption by primary energy source. More › • EN4 Indirect energy consumption by primary source. More › • EN5 Energy saved due to conservation and efficiency improvements. More › • EN6 Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. More › • EN7 Initiatives to reduce indirect energy consumption and reductions achieved. More › • EN8 Total water withdrawal by source. More › • EN11 Strategies, current actions, and future plans for managing impacts on biodiversity. More › • EN16 Total direct and indirect greenhouse gas emissions by weight. More ›

		• EN17 Other relevant indirect greenhouse gas emissions by weight. More ›
		• EN18 Initiatives to reduce greenhouse gas emissions and reductions achieved. More ›
		• EN19 Emissions of ozone-depleting substances by weight. More ›
		• EN20 NO, SO, and other significant air emissions by type and weight More ›
		• EN22 Total weight of waste by type and disposal method. More ›
		• EN26 Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. More ›
		• EN27 Percentage of products sold and their packaging materials that are reclaimed by category More ›
		• EN28 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations. More ›
		• EN29 Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce. More ›
	9. Encourage the development and diffusion of environmentally friendly technologies.	• EN2 Percentage of materials used that are recycled input materials. More ›
		• EN5 Energy saved due to conservation and efficiency improvements. More ›
		• EN6 Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. More ›
		• EN7 Initiatives to reduce indirect energy consumption and reductions achieved. More ›
		• EN18 Initiatives to reduce greenhouse gas emissions and reductions achieved. More ›
		• EN26 Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. More ›
4. ANTI-	10. Business should	• SO2 Percentage and total number of business units

CORRUPTION	work against corruption in all its forms, including extortion and bribery.	analyzed for risks related to corruption. More ›
		• SO3 Percentage of employees trained in organization's anti-corruption policies and procedures. More ›
		• SO4 Actions taken in response to incidents of corruption. More ›
		• SO5 Public policy positions and participation in public policy development and lobbying. More ›
		• SO6 Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country. More ›

ADDITIONAL INFORMATION:

- SAP's Sustainability Policies are publicly available at http://www.sap.com/corporate-en/sustainability/index.epx; these include the SAP Environmental Policy, SAP Supplier Code of Conduct, SAP Partner Code of Conduct, SAP Code of Business Conduct, SAP Human Rights Commitment Statement.