

GRI TABLE SHOWING THE REPORTING ON PFA PENSIONS CORPORATE RESPONSIBILITY 2012

PFA Holding Annual Report 2012, the PFA Report on Corporate Responsibility, Progress and Results including appendices and the corporate responsibility sites at pfa.dk form the basis for PFA's corporate responsibility reporting 2012. The starting point for PFA's reporting are the GRI guidelines including the Financial Service Sector Supplement. The references in the table below include both the GRI indicators as well as the UN Global Compact principles.

1. ORGANISATION & STRATEGY

GRI	Description	UNGC	Reference
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Profile

1.1	Statement from management (CEO)		Annual Report and CR Report
1.2	Descriptions of key impacts, risks and opportunities		CR report

Organisational profile

2.1	Name of reporting organisation		CR Report
2.2	Primary products and services		Annual Report and CR Report
2.3	Operational structure of the organisation		CR Report
2.4	Location of the organisation's headquarters		CR Report
2.5	Geographical areas in which the company operates		CR Report
2.6	Ownership and legal form		Annual Report
2.7	Description of markets in which the company operates		Annual Report
2.8	Scale of the reporting organisation		CR Report
2.9	Significant changes during the reporting period		Annual Report
2.10	Awards received by the organisation in the reporting period		Annual Report

Reporting parameters

3.1	Reporting period		CR Report
3.2	Date of most recent previous report		pfa.dk
3.3	Reporting cycle		pfa.dk
3.4	Process for defining report content		CR Report
3.5	Contact persons for questions regarding the report or its contents		CR Report
3.6	Boundary of the report		CR Report
3.9	Data measurement techniques and the bases of Calculations		CR Report
3.12	GRI index		pfa.dk

Governance, Commitments and Engagements

4.1	Governance structure of the organisation	1-10	Annual Report
4.2	Description of whether the Chairman of the Supervisory Board is also a member of the Management	1-10	Annual Report
4.3	The number of independent members of the Supervisory Board	1-10	Annual Report
4.4	Mechanisms for shareholders and employees to provide recommendations or directions to the Supervisory Board	1-10	pfa.dk
4.8	Internally developed policies, codes of conduct, and principles relevant to economic, environmental, and social performance	1-10	CR Report
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance		Annual report and CR Report
4.12	External principles or initiatives to which the organisation subscribes or endorses	1-10	CR Report and pfa.dk

4.13	Memberships in industry associations and advocacy organisations		CR Report and pfa.dk
4.14	List of the company's stakeholder groups		pfa.dk
4.17	Key topics that have been raised through stakeholder engagement and the company's response		CR Report and pfa.dk

2. FINANSIAL SERVICES SECTOR SUPPLEMENT – FSSS

GRI	Description	UNGC	Reference
FS1	Policies with specific environmental and social components applied to business lines		CR report and pfa.dk
FS2	Procedures for assessing and screening environmental and social risks in business lines.		CR report and pfa.dk
FS5	Interactions with clients/investees/business partners regarding environmental and social risks and opportunities.		CR report and pfa.dk
FS10	Percentage and number of companies held in the institution's portfolio with which the reporting organisation has interacted on environmental or social issues		CR report and pfa.dk
FS11	Percentage of assets subject to positive and negative environmental or social screening		CR report and pfa.dk
FS12	Voting policies applied to environmental or social issues for shares over which the reporting organisation holds the right to vote shares or advises on voting		CR report and pfa.dk

3. ECONOMIC

GRI	Description	UNGC	Reference
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee remuneration, donations and other community investments, retained earnings, and payments to capital providers and the government		Annual Report and CR Report
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	7	CR Report
EC4	Significant financial assistance received from government		None

Indirect Economic Impacts

EC9	Voting policy(ies) applied to environmental or social issues for shares over which the reporting organisation holds the right to vote shares or advises on voting		CR Report
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4. ENVIRONMENT

GRI	Description	UNGC	Reference	Comments
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Materials

EN1	Materials used by weight or volume	8	CR Report	Partly
EN2	Percentage of materials used that are recycled input materials	8,9	CR Report	

Energy

EN3	Direct energy consumption by primary energy source	8	CR Report	
EN4	Indirect energy consumption by primary source	8,9	CR Report	
EN5	Energy saved due to conservation and efficiency improvements	8,9	CR Report	
EN6	Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives	8,9	CR Report	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	8,9	CR Report	

GRI	Description	UNGC	Reference	Comments
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Water

EN8	Total water withdrawal by source	8		PFA monitors the headquarters' water consumption from the municipality water supply
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Emissions, effluents and waste

EN16	Total direct and indirect greenhouse gas emissions by weight	8	CR Report	
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	8-9	Appendix Environmental Reporting	
EN19	Emissions of ozone-depleting substances by weight	8	Appendix Environmental Reporting	
EN20	NOx, SOx, and other significant air emissions by type and weight	8		PFA determines emissions in CO2
EN23	Total number and volume of significant spills	8		No spills
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III and VIII, and percentage of transported waste shipped	8		PFA does not use any chemicals that could be considered dangerous

Products and services

EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	7,9	pfa.dk	
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Transport and overall

EN28	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations	8		PFA has not received any fines, significant or insignificant
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce	8		PFA works to reduce CO2-emissions from transport

5. PRODUCT RESPONSIBILITY

GRI	Description	UNGC	Reference
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Product and service labelling

PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes		CR Report
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction		CR Report

Marketing communications

PR6	Programs for adherence to laws, standards and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship		Annual report and pfa.dk
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Compliance

PR9	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services		Annual Report, no fines have been imposed
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6. LABOUR RELATIONS

GRI	Description	UNGC	Reference	Comments
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Employment

LA1	Total workforce by employment type, employment contract, and region		CR Report	Partly reported
LA2	Total number and rate of employee turnover by age group, gender, and region	6	CR Report	Partly reported
LA3	Benefits only provided to full-time employees		pfa.dk	

Labour/management relations

LA4	Benefits only provided to full-time employees	1,3	Not reported	75 % of all employees are covered by a collective agreement or a local agreement
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements		Not reported	Any increase in working hours is made by three months' notice. Employees covered under a collective agreement and other employees employed on a permanent basis have a period of notice ranging from 3-9 months

Occupational health and safety

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	1	Not reported	All employees are represented by the PFA occupational health and safety committee
LA7	Rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities by region	1	CR Report	Partly reported
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases	1	Annual Report and CR Report Employment	Partly reported
LA9	Health and safety topics covered in formal agreements with trade unions	1	Not reported	Occupational health and safety topics are subject to Danish legislation

Training and education

LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings		CR Report	
LA12	Percentage of employees receiving regular performance and career development reviews		Not reported	PFA employees are part of an annual performance review and PFA have a special performance review for new managers to support them in their new role

GRI	Description	UNGC	Reference	Comments
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Diversity and equal opportunity

LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	1,6	CR report	Partly reported
LA14	Ratio of basic salary of men to women by employee category	1,6	Not reported	The Act on equal salary determines the principles on equal work and requires that equal salary statistical data is prepared. At PFA, every year equal salary statistical data is prepared and subject to discussion at the workplace committee

7. HUMAN RIGHTS

GRI	Description	UNGC	Reference	Comments
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Investment and procurement practices

HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	1-6	CR Report	
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	1-6	CR Report	

Non-discrimination

HR4	Total number of incidents of discrimination and actions taken	1,2,6	Not reported	PFA has not recorded any incidents of discrimination
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Freedom of association and collective bargaining

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	1,2,3	Not reported	PFA cooperates with PFAP, a division of DFL, on a daily basis. Employees are covered under the collective bargaining agreements within FASOR and FOROM respectively. Employees employed on an individual basis are not covered by a collective agreement, but they negotiate their own contracts
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Child labour

HR6	Operations identified as having significant risk of incidents of child labour, and measures taken to contribute to the elimination of child labour	1,2,5	Not reported	PFA complies with the Danish Health and Safety at Work Act in which the guidelines regarding employment of children and young people are described. This means that PFA does not employ children
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Forced and compulsory labour

HR7	Operations identified as having significant risk of incidents of forced or compulsory labour, and measures taken to contribute to the elimination of forced or compulsory labour	1,2,4	Not reported	PFA has no activities with elements of forced or compulsory labour or any risks related to this.
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8. SOCIETY

GRI	Description	UNGC	Reference
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Corruption

SO2	Percentage and total number of business units analyzed for risks related to corruption	10	Not reported
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures	10	All PFA employees are informed about PFA's policies, which are also available on PFA's intranet
SO4	Actions taken in response to incidents of corruption	10	CR Report

Public policy

SO5	Public policy positions and participation in public policy development and lobbying	1-10	CR Report and pfa.dk
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Anti-competitive behaviour

SO5	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations		No fines
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