

GRI-G4 CONTENT INDEX



ABOUT THE GRI-G4 CONTENT INDEX

GRI | (Global Reporting Index)
























The **2014 TAKKT Sustainability Report** was created in accordance with the guidelines and principles of the Global Reporting Initiative (GRI). The following GRI-G4 Content Index documents where disclosures related to each of the GRI requirements can be found within the 2014 TAKKT Sustainability Report. The GRI-G4 Content Index also forms the basis for the **Communication on Progress** (COP) as part of TAKKT's membership in the Global Compact Initiative of the United Nations. The corresponding references are found in the column "Global Compact Advanced Level Criteria" of the GRI-G4 Content Index. An independent audit of the entire 2014 TAKKT Sustainability Report was not completed.



GRI-G4 ONLINE-REPORT
TAKKT.DE/SR2014

TABLE:

= partially reported = completely reported [nr] = not relevant [nea] = no external assurance

GRI-G4 CONTENT INDEX				SR 2014	
GLOBAL COMPACT ADVANCED LEVEL CRITERIA	GRI INDICATOR		 LINK	REPORTED	EXTERNAL ASSU- RANCE
■ STRATEGY AND ANALYSIS					
19	64-1	Statement from the most senior decision-maker	 TAKKT.DE/SR14/STRATEGY_AND_ANALYSIS		[nea]
19	64-2	Description of key impacts, risks, and opportunities	 TAKKT.DE/SR14/STRATEGY_AND_ANALYSIS		[nea]
■ ORGANIZATIONAL PROFILE					
	64-3	Name of the organization	 TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]
	64-4	Primary brands, products and/or services	 TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]
	64-5	Location of organization's headquarters	 TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]
	64-6	Countries of significant operations	 TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]
	64-7	Nature of ownership and legal form	 TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]
	64-8	Markets served	 TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]
	64-9	Scale of organization	 TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]
	64-10	Employee key figures	 TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]
	64-11	Collective bargaining agreements	 TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]



ORGANIZATIONAL PROFILE					
2	64-12	Description of supply chain	TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]
	64-13	Significant changes during reporting period regarding size, structure, or ownership	TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]
	64-14	Precautionary approach or principle	TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]
16-18	64-15	Subscribed or endorsed external charters, principles or initiatives	TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]
17	64-16	Membership of associations	TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES					
	64-17	Entities included in financial statement	TAKKT.DE/SR14/ASPECTS_AND_BOUNDARIES		[nea]
15;16	64-18	Report content and boundaries	TAKKT.DE/SR14/ASPECTS_AND_BOUNDARIES		[nea]
	64-19	Material aspects	TAKKT.DE/SR14/ASPECTS_AND_BOUNDARIES		[nea]
	64-20	Boundaries for material aspects within organization	TAKKT.DE/SR14/ASPECTS_AND_BOUNDARIES		[nea]
	64-21	Boundaries for material aspects outside organization	TAKKT.DE/SR14/ASPECTS_AND_BOUNDARIES		[nea]
	64-22	Effects of any re-statements of information provided in earlier reports	TAKKT.DE/SR14/ASPECTS_AND_BOUNDARIES		[nea]
	64-23	Significant changes from previous reporting periods in the scope and aspect boundaries or applied standards	TAKKT.DE/SR14/ASPECTS_AND_BOUNDARIES		[nea]
STAKEHOLDER ENGAGEMENT					
21	64-24	List of stakeholder groups	TAKKT.DE/SR14/STAKEHOLDER_ENGAGEMENT		[nea]
21	64-25	Identification and selection of stakeholders	TAKKT.DE/SR14/STAKEHOLDER_ENGAGEMENT		[nea]



STAKEHOLDER ENGAGEMENT					
21	64-26	Stakeholder engagement	TAKKT.DE/SR14/STAKEHOLDER_ENGAGEMENT		[nea]
21	64-27	Key topics and concerns raised through stakeholder engagement	TAKKT.DE/SR14/STAKEHOLDER_ENGAGEMENT		[nea]
REPORT PROFILE					
	64-28	Reporting Period	TAKKT.DE/SR14/REPORT_PROFILE		[nea]
	64-29	Date of most recent previous report	TAKKT.DE/SR14/REPORT_PROFILE		[nea]
	64-30	Reporting Cycle	TAKKT.DE/SR14/REPORT_PROFILE		[nea]
	64-31	Contact point for questions regarding the report or its contents	TAKKT.DE/SR14/REPORT_PROFILE		[nea]
	64-32	'In accordance' option chosen	TAKKT.DE/SR14/REPORT_PROFILE		[nea]
	64-33	External assurance	TAKKT.DE/SR14/REPORT_PROFILE		[nea]
GOVERNANCE					
	64-34	Governance structure	TAKKT.DE/SR14/GOVERNANCE		[nea]
1	64-35	Process for delegating authority	TAKKT.DE/SR14/GOVERNANCE		[nea]
1;20	64-36	Responsibility for economic, environmental and social topics in the highest governance body	TAKKT.DE/SR14/GOVERNANCE		[nea]
	64-37	Consultation between external stakeholders and highest governance body	TAKKT.DE/SR14/GOVERNANCE		[nea]
	64-38	Composition of highest governance body	TAKKT.DE/SR14/GOVERNANCE		[nea]
	64-39	Chair of highest governance body	TAKKT.DE/SR14/GOVERNANCE		[nea]
	64-40	Nomination and selection process for highest governance body	TAKKT.DE/SR14/GOVERNANCE		[nea]



GOVERNANCE					
2	64-41	Avoidance of conflict of interests in the highest governance body	TAKKT.DE/SR14/GOVERNANCE		[nea]
1	64-42	Highest governance body's role in setting strategy	TAKKT.DE/SR14/GOVERNANCE		[nea]
	64-43	Measures taken to enhance the highest governance body's knowledge about sustainability	TAKKT.DE/SR14/GOVERNANCE		[nea]
	64-44	Performance evaluation of the highest governance body	TAKKT.DE/SR14/GOVERNANCE		[nea]
	64-45	Highest governance body's role in the identification and management of risks	TAKKT.DE/SR14/GOVERNANCE		[nea]
	64-46	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes	TAKKT.DE/SR14/GOVERNANCE		[nea]
	64-47	Frequency of the highest governance body's review of risks	TAKKT.DE/SR14/GOVERNANCE		[nea]
1;20	64-48	Highest body that approves sustainability report	TAKKT.DE/SR14/GOVERNANCE		[nea]
1	64-49	Process for reporting critical concerns to highest body	TAKKT.DE/SR14/GOVERNANCE		[nea]
	64-50	Nature and number of concerns reported in the period	TAKKT.DE/SR14/GOVERNANCE		[nea]
	64-51	Remuneration policy	TAKKT.DE/SR14/GOVERNANCE		[nea]
	64-52	Process for determining remuneration	TAKKT.DE/SR14/GOVERNANCE		[nea]
	64-53	Stakeholder engagement determining remuneration	TAKKT.DE/SR14/GOVERNANCE		[nea]
	64-54	Ratio of annual compensation	TAKKT.DE/SR14/GOVERNANCE	[nr]	[nea]
	64-55	Percentage increase of annual compensation	TAKKT.DE/SR14/GOVERNANCE	[nr]	[nea]



ETHICS AND INTEGRITY					
12	64-56	Code of Conduct and Values	TAKKT.DE/SR14/ETHICS_AND_INTEGRITY		[nea]
12;14	64-57	Mechanisms for seeking advice on ethical behavior (internal and external)	TAKKT.DE/SR14/ETHICS_AND_INTEGRITY		[nea]
13	64-58	Mechanisms for reporting concerns about ethical behavior	TAKKT.DE/SR14/ETHICS_AND_INTEGRITY		[nea]
DMA					
1-21	64-DMA	Disclosures on Management Approach	TAKKT.DE/SR14/DMA		[nea]
ECONOMIC					
	64-EC1	Direct economic value generated and distributed	TAKKT.DE/SR14/ECONOMIC		[nea]
	64-EC2	Risks and opportunities for the organization's activities due to climate change	TAKKT.DE/SR14/ECONOMIC		[nea]
	64-EC3	Coverage of the organization's defined benefit plan obligations	TAKKT.DE/SR14/ECONOMIC		[nea]
	64-EC4	Financial assistance received from government	TAKKT.DE/SR14/ECONOMIC		[nea]
	64-EC5	Ratios of standard entry level wage compared to local minimum wage	TAKKT.DE/SR14/ECONOMIC	[nr]	[nea]
	64-EC6	Proportion of senior management hired from the local community	TAKKT.DE/SR14/ECONOMIC	[nr]	[nea]
	64-EC7	Development and impact of infrastructure investments	TAKKT.DE/SR14/ECONOMIC	[nr]	[nea]
	64-EC8	Significant indirect economic impacts	TAKKT.DE/SR14/ECONOMIC	[nr]	[nea]
2	64-EC9	Proportion of spending on local suppliers	TAKKT.DE/SR14/ECONOMIC		[nea]

GRI-G4 CONTENT INDEX			SR 2014	
GLOBAL COMPACT ADVANCED LEVEL CRITERIA	GRI INDICATOR	→ LINK	REPORTED	EXTERNAL ASSU- RANCE
ENVIRONMENTAL				
	64-EN1 Materials used	→ TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)
	64-EN2 Percentage of materials used that are recycled input materials	→ TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)
11	64-EN3 Energy consumption within the organization	→ TAKKT.DE/SR14/ENVIRONMENTAL		(nea)
	64-EN4 Energy consumption outside of the organization	→ TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)
11	64-EN5 Energy intensity	→ TAKKT.DE/SR14/ENVIRONMENTAL		(nea)
11	64-EN6 Reduction of energy consumption	→ TAKKT.DE/SR14/ENVIRONMENTAL		(nea)
	64-EN7 Reductions in energy requirements of products and services	→ TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)
	64-EN8 Total water withdrawal by source	→ TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)
	64-EN9 Water sources significantly affected by withdrawal of water	→ TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)
	64-EN10 Percentage and total volume of water recycled and reused	→ TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)
	64-EN11 Operational sites in protected areas	→ TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)
	64-EN12 Significant impacts of activities in protected areas	→ TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)
	64-EN13 Habitats protected or restored	→ TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)

ENVIRONMENTAL					
	64-EN14 Total number protected species in areas affected by operations	→ TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)	
11	64-EN15 Direct greenhouse gas emissions (Scope 1)	→ TAKKT.DE/SR14/ENVIRONMENTAL	<div></div>	(nea)	
11	64-EN16 Indirect greenhouse gas emissions (Scope 2)	→ TAKKT.DE/SR14/ENVIRONMENTAL	<div></div>	(nea)	
11	64-EN17 Other indirect greenhouse gas emissions (Scope 3)	→ TAKKT.DE/SR14/ENVIRONMENTAL	<div></div>	(nea)	
11	64-EN18 Greenhouse gas emissions intensity	→ TAKKT.DE/SR14/ENVIRONMENTAL	<div></div>	(nea)	
11	64-EN19 Reduction of greenhouse gas emissions	→ TAKKT.DE/SR14/ENVIRONMENTAL	<div></div>	(nea)	
	64-EN20 Emissions of ozone-depleting substances	→ TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)	
	64-EN21 NOX, SOX, and other significant air emissions	→ TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)	
	64-EN22 Total water discharge	→ TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)	
11	64-EN23 Total weight of waste	→ TAKKT.DE/SR14/ENVIRONMENTAL	<div></div>	(nea)	
11	64-EN24 Total number and volume of significant spills	→ TAKKT.DE/SR14/ENVIRONMENTAL	<div></div>	(nea)	
	64-EN25 Weight waste under the terms of the Basel Convention	→ TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)	
	64-EN26 Identity of water bodies significantly affected by the organization's discharges of water and runoff	→ TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)	
	64-EN27 Extent of impact mitigation of environmental impacts of products and services	→ TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)	
	64-EN28 Percentage of products sold and their packaging materials that are reclaimed by category	→ TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)	
11	64-EN29 Monetary value of significant fines for non-compliance with environmental laws and regulations	→ TAKKT.DE/SR14/ENVIRONMENTAL	<div></div>	(nea)	
10	64-EN30 Significant environmental impacts of transport	→ TAKKT.DE/SR14/ENVIRONMENTAL	<div></div>	(nea)	
	64-EN31 Total environmental protection expenditures and investments	→ TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)	

ENVIRONMENTAL					
2;9;11	64-EN32 Percentage of new suppliers that were screened using environmental criteria	→ TAKKT.DE/SR14/ENVIRONMENTAL	<div></div>	(nea)	
2;9-11	64-EN33 Significant actual and potential negative environmental impacts in the supply chain and actions taken	→ TAKKT.DE/SR14/ENVIRONMENTAL	<div></div>	(nea)	
10;11	64-EN34 Number of grievances about environmental impacts	→ TAKKT.DE/SR14/ENVIRONMENTAL	<div></div>	(nea)	

SOCIAL: LABOR					
8	64-LA1 New employee hires and employee turnover	→ TAKKT.DE/SR14/LABOR	<div></div>	(nea)	
	64-LA2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	→ TAKKT.DE/SR14/LABOR	<div></div>	(nea)	
	64-LA3 Return to work and retention rates after parental leave	→ TAKKT.DE/SR14/LABOR	<div></div>	(nea)	
	64-LA4 Minimum notice periods regarding operational changes	→ TAKKT.DE/SR14/LABOR	<div></div>	(nea)	
7	64-LA5 Formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	→ TAKKT.DE/SR14/LABOR	<div></div>	(nea)	
2;8	64-LA6 Type of injury and rates of injury in the organization	→ TAKKT.DE/SR14/LABOR	<div></div>	(nea)	
	64-LA7 Workers with high incidence or high risk of diseases related to their occupation	→ TAKKT.DE/SR14/LABOR	<div></div>	(nea)	
	64-LA8 Health and safety topics covered in formal agreements with trade unions	→ TAKKT.DE/SR14/LABOR	<div></div>	(nea)	
7	64-LA9 Average hours of training per year per employee by gender, and by employee category	→ TAKKT.DE/SR14/LABOR	<div></div>	(nea)	
7	64-LA10 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	→ TAKKT.DE/SR14/LABOR	<div></div>	(nea)	
8	64-LA11 Percentage of employees receiving regular performance and career development reviews	→ TAKKT.DE/SR14/LABOR	<div></div>	(nea)	

SOCIAL: LABOR					
8	64-LA12 Composition of governance bodies and breakdown of employees according to gender and age group	→ TAKKT.DE/SR14/LABOR	<div></div>	(nea)	
	64-LA13 Ratio of basic salary and remuneration of women to men	→ TAKKT.DE/SR14/LABOR	(nc)	(nea)	
2;7;8	64-LA14 Percentage of new suppliers that were screened using labor practices criteria	→ TAKKT.DE/SR14/LABOR	<div></div>	(nea)	
2;6-7	64-LA15 Significant actual and potential negative impacts for labor practices in the supply chain	→ TAKKT.DE/SR14/LABOR	<div></div>	(nea)	
7	64-LA16 Number of grievances about labor practices	→ TAKKT.DE/SR14/LABOR	<div></div>	(nea)	

SOCIAL: HUMAN RIGHTS					
	64-HR1 Significant investment agreements that underwent human rights screening	→ TAKKT.DE/SR14/HUMAN_RIGHTS	(nc)	(nea)	
	64-HR2 Total hours of employee training on human rights	→ TAKKT.DE/SR14/HUMAN_RIGHTS	(nc)	(nea)	
5	64-HR3 Total number of incidents of discrimination and corrective actions taken	→ TAKKT.DE/SR14/HUMAN_RIGHTS	<div></div>	(nea)	
2;5	64-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	→ TAKKT.DE/SR14/HUMAN_RIGHTS	<div></div>	(nea)	
5	64-HR5 Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	→ TAKKT.DE/SR14/HUMAN_RIGHTS	<div></div>	(nea)	
2;5	64-HR6 Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	→ TAKKT.DE/SR14/HUMAN_RIGHTS	<div></div>	(nea)	
	64-HR7 Percentage of security personnel trained	→ TAKKT.DE/SR14/HUMAN_RIGHTS	(nc)	(nea)	

SOCIAL: HUMAN RIGHTS					
4	64-HR8 Total number of incidents of violations involving rights of indigenous peoples	→ TAKKT.DE/SR14/HUMAN_RIGHTS	(nc)	(nea)	
4	64-HR9 Total number and percentage of operations that have been subject to human rights reviews	→ TAKKT.DE/SR14/HUMAN_RIGHTS	(nc)	(nea)	
2;4-5	64-HR10 Percentage of new suppliers that were screened using human rights criteria	→ TAKKT.DE/SR14/HUMAN_RIGHTS	<div></div>	(nea)	
5	64-HR11 Significant actual and potential negative human rights impacts in the supply chain	→ TAKKT.DE/SR14/HUMAN_RIGHTS	<div></div>	(nea)	
5	64-HR12 Number of grievances about human rights impacts	→ TAKKT.DE/SR14/HUMAN_RIGHTS	<div></div>	(nea)	

SOCIAL: SOCIETY					
	64-S01 Local community engagement at significant locations of operations	→ TAKKT.DE/SR14/SOCIETY	<div></div>	(nea)	
	64-S02 Significant impacts of operations on local communities	→ TAKKT.DE/SR14/SOCIETY	<div></div>	(nea)	
13	64-S03 Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	→ TAKKT.DE/SR14/SOCIETY	<div></div>	(nea)	
13	64-S04 Communication and training on anti-corruption policies and procedures	→ TAKKT.DE/SR14/SOCIETY	<div></div>	(nea)	
14	64-S05 Confirmed incidents of corruption and actions taken	→ TAKKT.DE/SR14/SOCIETY	<div></div>	(nea)	
	64-S06 Total value of political contributions	→ TAKKT.DE/SR14/SOCIETY	<div></div>	(nea)	
	64-S07 Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	→ TAKKT.DE/SR14/SOCIETY	<div></div>	(nea)	
	64-S08 Monetary value of significant fines for non-compliance with laws and regulations	→ TAKKT.DE/SR14/SOCIETY	<div></div>	(nea)	

SOCIAL: SOCIETY					
2	64-S09 Percentage of new suppliers that were screened using criteria for impacts on society	→ TAKKT.DE/SR14/SOCIETY	<div></div>	(nea)	
2	64-S010 Significant actual and potential negative impacts on society in the supply chain and actions taken	→ TAKKT.DE/SR14/SOCIETY	<div></div>	(nea)	
	64-S011 Number of grievances about impacts on society	→ TAKKT.DE/SR14/SOCIETY	<div></div>	(nea)	

SOCIAL: PRODUCT RESPONSIBILITY					
	64-PR1 Product and service categories for which health and safety impacts are assessed	→ TAKKT.DE/SR14/PRODUCT_RESPONSIBILITY	(nc)	(nea)	
	64-PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services	→ TAKKT.DE/SR14/PRODUCT_RESPONSIBILITY	<div></div>	(nea)	
	64-PR3 Product and service information	→ TAKKT.DE/SR14/PRODUCT_RESPONSIBILITY	<div></div>	(nea)	
	64-PR4 Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling	→ TAKKT.DE/SR14/PRODUCT_RESPONSIBILITY	<div></div>	(nea)	
	64-PR5 Results of surveys measuring customer satisfaction	→ TAKKT.DE/SR14/PRODUCT_RESPONSIBILITY	<div></div>	(nea)	
	64-PR6 Sale of banned or disputed products	→ TAKKT.DE/SR14/PRODUCT_RESPONSIBILITY	<div></div>	(nea)	
	64-PR7 Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications	→ TAKKT.DE/SR14/PRODUCT_RESPONSIBILITY	<div></div>	(nea)	
	64-PR8 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	→ TAKKT.DE/SR14/PRODUCT_RESPONSIBILITY	<div></div>	(nea)	
	64-PR9 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	→ TAKKT.DE/SR14/PRODUCT_RESPONSIBILITY	<div></div>	(nea)	