

# GRI TABLE SHOWING THE REPORTING ON PFA PENSIONS CORPORATE RESPONSIBILITY 2013

PFA Holding Annual Report 2013, the PFA Report on Corporate Responsibility, Priorities and Results including appendices and the corporate responsibility sites at pfa.dk form the basis for PFA's corporate responsibility reporting 2013. The starting point for PFA's reporting is the GRI guidelines including the Financial Service 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 CSR Report
1.2	Descriptions of key impacts, risks and opportunities		CSR report

### Organisational profile

2.1	Name of reporting organisation		CSR Report
2.2	Primary products and services		Annual Report and CSR Report
2.3	Operational structure of the organisation		Annual Report and CSR Report
2.4	Location of the organisation's headquarters		CSR Report
2.5	Geographical areas in which the company operates		CSR 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		CSR Report
2.9	Significant changes during the reporting period		Annual Report
2.10	Awards received by the organisation in the reporting period		Annual Report and CSR Report

### Reporting parameters

3.1	Reporting period		CSR Report
3.2	Date of most recent previous report		Pfa.dk
3.3	Reporting cycle		Pfa.dk
3.4	Process for defining report content		CSR Report
3.5	Contact persons for questions regarding the report or its contents		CSR Report
3.6	Boundary of the report		CSR Report
3.9	Measurements		CSR Report
3.12	GRI index		This table

GRI	Description	UNGC	Reference
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### 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	CSR 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 CSR Report

### Commitments to external initiatives

4.12	External principles or initiatives to which the organisation subscribes or endorses	1-10	CSR Report and pfa.dk
4.13	Memberships in industry associations and advocacy organisations		pfa.dk

### Stakeholder engagement

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		CSR Report and pfa.dk

## 2. FINANCIAL SERVICES SECTOR SUPPLEMENT – FSSS

FS1	Policies with specific environmental and social components applied to business lines.		CSR Report and pfa.dk
FS2	Procedures for assessing and screening environmental and social risks in business lines.		CSR Report and pfa.dk
FS5	Interactions with clients/investees/business partners regarding environmental and social risks and opportunities.		CSR 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.		CSR Report and pfa.dk
FS11	Percentage of assets subject to positive and negative environmental or social screening.		CSR Report and pfa.dk
FS12	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.		CSR Report and pfa.dk

## 3. ECONOMIC

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 CSR Report
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GRI	Description	UNGC	Reference
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	7	CSR Report
EC4	Significant financial assistance received from government		None

### Indirect Economic Impacts

EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts		Annual report and CSR 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	CSR Report	Partly
EN2	Percentage of materials used that are recycled input materials.	8,9	CSR Report	Partly

### Energy

EN3	Direct energy consumption by primary energy source.	8	CSR Report	
EN4	Indirect energy consumption by primary source.	8,9	CSR Report	
EN5	Energy saved due to conservation and efficiency improvements.	8,9	CSR 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	CSR Report	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	8,9	CSR Report	

### 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	CSR Report	
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	8-9	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.

GRI	Description	UNGC	Reference	Comments
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### Products and services

EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	7,9	CSR Report and 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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### Customer health and safety

PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	1	CSR Report
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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		CSR Report
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.		CSR Report

### Marketing communications

PR6	Programs for adherence to laws, standards and voluntary codes related to marketing communications, including results of surveys measuring customer satisfaction.		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.		CSR Report	Partly reported
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GRI	Description	UNGC	Reference	Comments
LA2	Total number and rate of employee turnover by age group, gender, and region.	6	CSR 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. If PFA wants to change the office working hours, this must be done at four weeks' 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 via the 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	CSR 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 CSR Report	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.		CSR Report	
LA12	Percentage of employees receiving regular performance and career development reviews.		CSR Report	Partly reported

## 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	Annual Report and CSR 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	CSR Report	
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	1-6	CSR Report	A list of demands to comply with PFA's CSR policy is incorporated into PFA's supplier contracts. The objective is to promote UNGC's principles.

### 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	<p>PFA cooperates with PFAP, a division of DFL, on a daily basis.</p> <p>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.</p>
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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. PFA wish to have an impact and promote the abolition of child Labour, therefore this element is included in our responsible investments guidelines.
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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. As PFA wishes to have an impact and promote the abolition of forced or compulsory labour, this element is included in our responsible investments guidelines.
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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	CSR Report

### Public policy

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

SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.		No fines.
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For more information contact CSR Manager Mette Vadstrup, mev@pfa.dk.