

Nykredits GRI-index 2010



Nykredit's Global Reporting Initiative (GRI) index includes reference to relevant reports and websites dealing with the matter in question. Reporting is made at level C. Reference is mainly made to publications by the Nykredit Group, which are available at Nykredit.com.

The index includes the following abbreviations:

About Nykredit: About Nykredit – Financial Sustainability 2010

Annual Report: Annual Report 2010 – The Nykredit Realkredit Group

Risk and Capital Management: Risk and Capital Management 2010– The Nykredit Realkredit Group

Environmental and Climate Report: Miljø- og klimaregnskab 2009

















Nykredit's Environmental and Climate Report is published in Danish only. Certain additional information is also in Danish only. If you have any queries, please contact Corporate Communications.

The symbols in the Status column have the following meanings:























- Nykredit meets the reporting requirements in full
- Nykredit meets the reporting requirements in part
- Nykredit does not report in respect of this indicator
- It is not relevant for Nykredit to report in respect of the indicator






















GRI	Description	Reference	Status
Strategy & analysis			
1.1	CEO statement	About Nykredit p. 3	■
1.2	Description of key impacts, risks, and opportunities	About Nykredit p. 3 About Nykredit p. 22-24 Risk and Capital Management	■
Organisational profile			
2.1	Name of the organisation	About Nykredit p. 21	■
2.2	Primary brands, products, and/or services	About Nykredit p. 4-9 About Nykredit p. 21 Annual Report p. 53-57 nykredit.com	■
2.3	Operational structure of the organisation	About Nykredit p. 21	■
2.4	Location of organisation's headquarters	About Nykredit, back page	■
2.5	Countries where the organisation operates	Annual Report p. 11-16	■
2.6	Nature of ownership and legal form	About Nykredit p. 3 About Nykredit p. 21	■
2.7	Markets	About Nykredit p. 5	■
2.8	Scale of the reporting organisation	About Nykredit p. 21 About Nykredit p. 26-27 Annual Report p. 5	■

GRI	Description	Reference	Status
2.9	Significant changes during the reporting period	About Nykredit p. 6 About Nykredit p. 20 The merger between Nykredit Bank and Forstædernes Bank Gjensidige acquires Nykredit Forsikring - forms strategic alliance with Nykredit	■
2.10	Priser vundet i rapporteringsperioden	About Nykredit p. 8 Best Danish Fund Selection Team 2010 Best Internet bank Morningstar - Nykredit Invest	■
Rapport-parametre			
3.1	Reporting period	Calendar Year 2010	■
3.2	Date of most recent previous report	About Nykredit 2009 published on 11 February 2010 Nykredit's GRI-index 2009 published on 15 March 2010	■
3.3	Reporting cycle	Annual	■
3.4	Contact point for questions regarding the report or its content	Corporate Communications	■
3.5	Process for defining report content	nykredit.com/gri	■
3.6	Boundary of the report	About Nykredit p. 28-30	■
3.7	Specific limitations on the scope or boundary of the report	About Nykredit p. 28-30	■
3.8	Basis for reporting on joint ventures, subsidiaries, etc that can significantly effect comparability from period to period and/or between organisations	About Nykredit p. 28-30	■
3.9	Data measurement techniques and calculation principles	About Nykredit p. 28-30	■
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement	About Nykredit p. 28-30	■
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement	About Nykredit p. 28-30	■
3.12	Table identifying the location of the Standard Disclosures in the report	nykredit.com/gri	■
3.13	Policy and current practice with regard to seeking external assurance for the report	About Nykredit p. 28 nykredit.com/gri	■
Governance, commitments & engagement			
4.1	Governance structure of the organisation	Annual Report p. 29-30 Annual Report p. 143-145	■
4.2	The Chairman of the Board's role in the organisation	Annual Report p. 144	■
4.3	Independent and/or non-executive board members	Annual Report p. 143	■
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the board	Annual Report p. 146	■
4.5	Principles for compensation to senior executives	Corporate Governance in Nykredit	■
4.6	Processes for avoiding conflicts of interests in the board	Not reported	■
4.7	Processes for determining the qualifications and expertise of board members	Not reported	■
4.8	Mission, values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation	Sustainable conduct Core values	■

GRI	Description	Reference	Status
4.9	The board's monitoring of the sustainability work	Corporate Governance in Nykredit	
4.10	Processes for evaluating the board's own performance, particularly with respect to economic, environmental, and social performance	Not reported	
4.11	Processes for evaluating the board's own performance, particularly with respect to	Annual Report p. 32 Risk and Capital Management	
4.12	Externally developed economic, environmental, and social charts, principles, or other initiatives to which the organisation subscribes or endorses	About Nykredit p. 3 UNPRI UN Global Compact Social initiatives Charter for more women in management	
4.13	Memberships in associations (such as industry associations) and/or national/ international advocacy in relevant organisations	About Nykredit p. 3 About Nykredit p. 10 About Nykredit p. 18 UN Global Compact Finansrådet Realkreditrådet UNPRI DANSIF CDP Signatory	
4.14	List of stakeholder groups	About Nykredit p. 10 Stakeholders	
4.15	Basis for identification and selection of stakeholders with whom to engage	Business Concept Corporate social responsibility nykredit.com	
4.16	Approaches to stakeholder engagement	About Nykredit p. 6 About Nykredit p. 16 About Nykredit p. 23	
4.17	Key topics and concerns that have been raised through stakeholder engagement, and the organisation's response	About Nykredit p. 6-9 About Nykredit p. 10-12 Environment and climate policy Nykredit's financial hotline	
Economic indicators			
EC1	Direct economic value generated and distributed, including revenues, operation costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments	About Nykredit p. 13-15 About Nykredit p. 27 Annual Report p. 5 Annual Report p. 85 No reporting on distributed economic value	
EC2	Financial implications and other risks and opportunities due to climate changes	Not reported	
EC3	Coverage of the organisation's defined benefit plan obligations	Annual Report p. 101	
EC4	Financial assistance received from government	About Nykredit p. 24 No government capital	
EC5	Range of ratios of standard entry level wage compared to local minimum wage	NYKREDS Nykredit's employees are subject to collective pay agreements	
EC6	Policy, practices, and proportion of spending on locally-based suppliers	Purchasing policy	
EC7	Procedures for local hiring and proportion of senior management hired from the local community	Not relevant	

GRI	Description	Reference	Status
EC8	Infrastructure investments and services provided for public purposes	Not reported	■
EC9	Indirect economic impacts	Not reported	■
Environment			
EN1	Materials used by weight or volume	Paper and water consumption and waste handling About Nykredit p. 10-12	■
EN2	Percentage of materials used that are recycled input materials	Not reported	■
EN3	Direct energy consumption by primary source	About Nykredit p. 11	■
EN4	Indirect energy consumption by primary source	Not reported	■
EN5	Energy saved due to conservation and efficiency improvements	About Nykredit p. 10-12	■
EN6	Initiatives to provide energy-efficient or renewable energy based products and services and the result of these initiatives	Climate initiatives and partnership Energy account Environment calculator Green insurance	■
EN7	Initiatives to reduce indirect energy consumption and the result of these initiatives	Not reported	■
EN8	Total water withdrawal by source	Vandforbrug Alt vand hentes fra offentlig forsyning	■
EN9	Water sources significantly affected by withdrawal of water	Environmental and Climate Report No water sources significantly affected	■
EN10	Percentage and total volume of water recycled and reused	All water discharged into public sewers	■
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected	Not relevant	■
EN12	Impacts of activities, products, and services on biodiversity in protected areas	Not relevant	■
EN13	Habitats protected or restored	Not relevant	■
EN14	Management of impacts on biodiversity	Not reported	■
EN15	Number of IUCN Red List species with habitats in operation areas	Not relevant	■
EN16	Total direct and indirect greenhouse gas emissions	CO2-emission About Nykredit p. 11	■
EN17	Other relevant indirect greenhouse gas emissions	Not reported	■
EN18	Initiatives to reduce greenhouse gas emissions	Environmental and Climate Report About Nykredit p. 10-12	■
EN19	Emissions of ozone-depleting substances	Not reported	■
EN20	NOx, SOx, and other significant air emissions	Not reported	■
EN21	Total water discharge by quality and destination	Not relevant	■
EN22	Total weight of waste by type and disposal method	Not reported	■
EN23	Total number and volume of significant spills	Not reported	■
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 internationally	Not relevant	■
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff	Not relevant	■
EN26	Initiatives to mitigate environmental impacts of products and services	About Nykredit p. 10-12	■

GRI	Description	Reference	Status
EN27	Percentage of products sold and their packaging materials that are reclaimed	Not relevant	
EN28	Fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Nykredit has received no fines or sanctions of this type	
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce	About Nykredit p. 11	
EN30	Total environmental protection expenditures and investments	Not reported	
Labour practices and decent work			
LA1	Total workforce by employment type, contract, and region	About Nykredit p. 19	
LA2	Total number and rate of employee turnover by age group, gender and region	About Nykredit p. 18-19	
LA3	Benefits provided only to full-time employees	Not reported	
LA4	Percentage of employees covered by collective bargaining	Nykredit has entered into a collective agreement with Nykreds, a company-specific branch of the Danish Financial Services Union	
LA5	Minimum notice period(s) regarding significant operational changes including whether it is specified in collective agreements	Not reported	
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	Not reported	
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Not reported	
LA8	Education, prevention, and risk-control programs in place to assist employees, their families, or community members regarding serious diseases	Not reported	
LA9	Health and safety topics covered in formal agreements with trade unions	Not reported	
LA10	Average hours of training per year per employee	Not reported	
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	About Nykredit p. 16-19 Work-life Balance	
LA12	Percentage of employees receiving regular performance and career development reviews	All permanent staff have an annual performance and development review with their immediate superior	
LA13	Governance bodies and breakdown of employees per category according to gender, age group, minority, group membership, and other indicators of diversity	About Nykredit p. 18-19	
LA14	Ratio of basic salary of men to women	Not reported	
Human rights			
HR1	Human rights and actions taken: investment agreements	About Nykredit p. 7	
HR2	Human rights and actions taken: suppliers and contractors	Sustainable investment by Nykredit Purchasing policy	
HR3	Employee training on policies and procedures concerning aspects of human rights	Not reported	
HR4	Total number of incidents of discrimination and actions taken	Not reported	

GRI	Description	Reference	Status
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	Not relevant	
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken	Not relevant	
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of child labor	Not relevant	
HR8	Security personnel trained in the policies or procedures concerning aspects of human rights that are relevant to operations	Not relevant	
HR9	Total number of incidents of violations involving rights of indigenous people and actions	Not relevant	
Society			
SO1	Programs for managing impacts of operations on communities	Not reported	
SO2	Percentage and total number of business units analysed for risks related to corruption	Not reported	
SO3	Training in anti-corruption policies and procedures	Not reported	
SO4	Actions taken in response to incidents of corruption	Not reported	
SO5	Public policy positions and participation in public policy development and lobbying	Not reported	
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	Not reported	
SO7	Legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes	No legal actions	
SO8	Significant fines and non-monetary sanctions for noncompliance with laws and regulations	Nykredit has received no fines of any kind	
Product responsibility			
PR1	Health and safety impacts of products and services	Not relevant	
PR2	Non-compliance concerning health and safety impacts of products	Not relevant	
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	Not reported	
PR4	Non-compliance concerning product and service information and labeling	Not reported	
PR5	Practices related to customer satisfaction	About Nykredit p. 6	
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	Not reported	
PR7	Non-compliance concerning marketing communications including advertising, promotion, and sponsorship	Not reported	
PR8	Number of substantiated complaints regarding breaches of customer privacy and losses of customer data	Not reported	
PR9	Fines for non-compliance with laws and regulations concerning the provision and use of products and services	Not reported	