

Sustainability Report 2014

FAI rent-a-jet Aktiengesellschaft



GENERAL INFORMATION ABOUT THE REPORT

1. All future-oriented statements made in this report are conditional.
2. For reasons of simplicity, the male form is used in the following text.
3. The report is in accordance with the standard of the Global Reporting Initiative (GRI) G4 ("core") and the UN Global Compact "advanced" level.
4. The report covers the information of the calendar year from 01/01/2013 to 12/31/2013. The last sustainability report was published in 2013. The report is published on an annual basis.
5. This Sustainability Report has not been audited externally. However, the Executive Board and the Supervisory Board are actively working to externally audit the sustainability report, in order to meet the UN Global Compact "Advanced Level" requirements. FAI is already working with an external auditor and is expected to give him the mandate to examine the next sustainability report.

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FOREWORD

Dear Readers,

As one of the leading providers of aircraft services in the field of VIP Charter, ambulance flights and aircraft maintenance we create individual mobility for our customers – both, today and in the future. In this way we make a contribution to meet various societal challenges while at the same time securing our own future viability and sustainability.

The fleet consists of 21 jets (status: 30/06/2014) including Learjet 35/40/55/60, Challenger 604, Global Express, and Falcon 7X. FAI employs more than 200 people from 23 different countries. Besides the headquarters at Nuremberg Airport (EDDN), FAI operates stations in Dubai, Miami, Kabul, Kuwait, Juba, Abidjan, Bamako and Dakar.

In 2013, the sales amounted to nearly € 70 Mio. Another record year in the history of the company.

In early 2014 we increased our hangar capacity by opening a new hangar of another 3,000 m². With a total floor space of more than 9,000 m², our company premises is one of the largest general aviation FBOs in Germany. FAI invested around € 5 Mio in the construction of Hangar 7.

We took the opening of Hangar 7 as an opportunity to make our vision of a carbon neutral "base" a reality in the near future. Beginning with 2014, we will compensate 387 t of our CO₂ emissions through an interesting VER Gold Standard sustainability project in Mali. Thus, the entire premises at the headquarters of Nuremberg will be carbon neutral!

However, our view extends far beyond the year 2015 and we are still far from reaching our objective. We committed ourselves to bring FAI rent-a-jet Aktiengesellschaft into an economic, social and ecological balance. The ten principles of the United Nations Global Compact regarding human rights, labour standards, environment and anti-corruption, that FAI rent-a-jet Aktiengesellschaft signed in 2006, will continue to act as the guidelines which we implemented consequently in all our stations worldwide.

There are multiple impacts on external and internal stakeholders triggered by FAI's positive commitment towards sustainable actions against pollution, bad working conditions and many other adverse effects against feeling comfortable both in professional and private life.

We are successfully improving!

Best regards,

Dr. Siegfried Axtmann
Chairman of the Supervisory Board

Martin Mühlmeier
Chief Executive Officer

STANDARD DISCLOSURES

1. Organisational Profile

Name and headquarters of the company

The company FAI rent-a-jet Aktiengesellschaft has its headquarter in Nuremberg:

Flughafenstraße 124
90411 Nuremberg
Germany

Primary brands, products, and services

Table 1: Brands, products and services

Brand / Product / Service	Description
VIP Charter	A product for business people and other VIPs demanding a high degree of flexibility.
Ambulance Flight	Worldwide transportation of patients by ambulance jet.
Special Logistics	Logistical support to public authorities and non-governmental organisations, for example in peacekeeping operations.
Aircraft Leasing	Leasing of aircraft.
Aircraft Maintenance	Maintenance of business jets.
Aircraft Trade	Purchase and sale of aircraft.



Equipment in ambulance aircraft; Logo of the Global Compact; VIP Charter aircraft (from left to right)

Countries of key business activities

FAI operates in eight countries and has a sales office in Dubai (UAE). However, in the report only the main location Nuremberg is relevant due to its size. The different outside stations do not constitute independent branches.

Table 2: Countries of key business activities

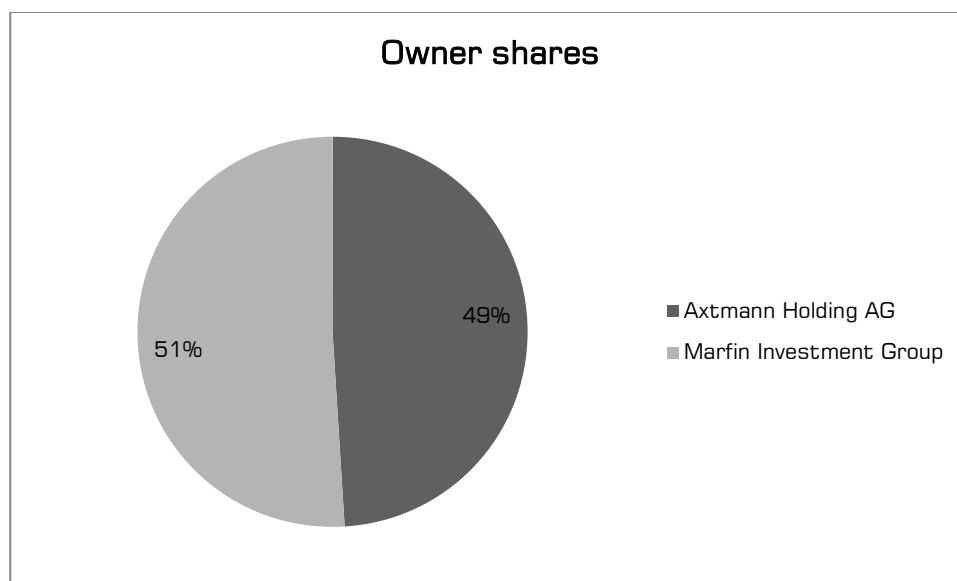
Country	Key business activity
Germany	Leasing, maintenance and refurbishment of business jets
United Arab Emirates	Aircraft sales, leasing and management
Senegal	Station for UNOWA
Ivory Coast	Station for UN MISSION
Afghanistan	Station for UNAMA
Mali	Station for MINUSMA
South Sudan	Station for UNAMIS
Kuwait	Station for UNAMI (Iraq)



An overview of FAI return missions.

Nature of ownership and legal form

The legal form of our company is a public limited company ("Aktiengesellschaft").



Company size

Table 3: Information on the scale of the company

Indicator	Value
Total number of employees	163
Total number of business locations	1
Net sales/proceeds (in thousand Euros)	66.265
Equity capital (in thousand Euros)	5.520
Borrowed capital (in thousand Euros)	13.556
Total number of products and services	6

Number of employees

In the entire report the number of employees is described as per capita.

Table 4: Internationality of employees

Origin (country)	female	male	Total employees
Denmark	0	1	1
Germany	42	104	146
Greece	0	1	1
Canada	0	1	1
Austria	1	7	8
Switzerland	0	1	1
Serbia	1	1	2
Zimbabwe	0	1	1
Turkey	0	1	1
Ukraine	0	1	1
Total number of employees	44	119	163

The substantial portion of the company's work is performed by permanent employees. Beyond our permanent employees, FAI employs freelancers. The internationality of the freelancers is expressed by their diverse origins. They originate from Afghanistan, Bosnia-Herzegovina, Germany, France, Greece, the United Kingdom, Italy, Canada, Kenya, the Netherlands, Austria, Romania, Russia, Serbia, Zimbabwe, Slovenia, Czech Republic, Turkey, Hungary and the United States. There are no significant seasonal variations in the number of employees.

Employees covered by collective labour agreements

Our company has no employees covered by collective labour agreements.

Description of the supply chain

As a certified Airline, we obtain our products only from suppliers providing appropriate certificates of origin. We are an air carrier licensed by the European Aviation Safety Agency (EASA) acc. EU-OPS 1. Our air ambulance operations are certified by EURAMI.

The company has engaged overall 1.016 suppliers in the reported period. 434 of these suppliers are based in the United States.

We source 95% of our aircraft parts from the United States, about 4% from Germany, the remaining ones from worldwide.

Significant changes of the company

During the reporting period there were significant changes in the company's size and structure. FAI built "Hangar 7" at Nuremberg International Airport. Thus, FAI expanded its FBO* space to 9,000 m². In the course of this expansion and as part of a new security concept, all operations were transferred to the "landside" of the airport. As a result, our customers and visitors do not have to take the arduous journey through the airport security, but have a more direct access to our premises.

**Fixed Base Operator*



FAI's "Hangar 6" and the new "Hangar 7".

Approaches to the precautionary principle

The precautionary principle 15 of the "Rio Declaration on environment and development" is implemented in the company among other things as stated in the companies' Code of Conduct.

Supported sustainability charters, principles, or initiatives

Table 5: Economic, environmental and social charters, principles, or other initiatives subscribed or endorsed

Name	Date of the accession signing	Countries or operations where applied	Range of stakeholders involved in the development and governance of these initiatives	Bindingness
United Nations Global Compact	07/06/2005	Entire company	Axtmann Holding AG Marfin Investment Group	Voluntary (but desirable due to business relations)

Memberships of associations

Our company is a member of the following national and international associations: EURAMI (European Aero-Medical Institute e. V.), EBAA (European Business Aviation Association), GBAA (German Business Aviation Association e.V.), United Nations Global Compact, MEBA (Middle East Business Aviation) und ABAA (African Business Aviation Association).

2. Identified Key Aspects and Boundaries

Organisational and management structure

Information on the consolidated business units are to be found in the publicly available consolidated financial statements report. This is published in the Bundesanzeiger (www.bundesanzeiger.de). Enter "FAI" as the search term.

The company is managed by the Executive Board, consisting of three Executive Board members. The Executive Board is responsible for all decisions regarding economic, environmental and social impacts.

Process for defining the report contents and aspect boundaries

In order to define the material aspects and boundaries of the report, we used as a foundation the quick check of the sustainability software 360report. In the first step, we evaluated the data base in the GRI stakeholder survey of the sector air transportation (primarily passenger air transportation), in order to take account the size of FAI. In the second step, we adapted the materiality matrix using an initial selection of indicators and aspects. This adaptation and the selection of relevant indicators are based on the contribution of the Executive Assistant and were carried out in consultation with the Members of the Board.

After the materiality was defined, 360report answered and worked on the questionnaires. This was done in close collaboration with staff from the Human Resources Department, the flight department, including the management, accounting as well as other staff. Aspects and indicators, whose materiality was classified as low or very low were not taken into account in this report.

Significant aspects and boundaries of the aspects within and outside the company

The first analysis is based on the assumption that all as "material" classified aspects for the entire company headquartered in Nuremberg are of importance. Regarding the communication with our stakeholders it is important to us to continuously improve our annual Communication on Progress. With this report, we communicate to the United Nations for the first time in the "advanced"-level in order to meet our requirements for maximum transparency and to document the common values with the United Nations in a comprehensive form.

In addition, we have been reporting for many years now to our shareholders the financial state of the company using the IFRS financial reporting standard.

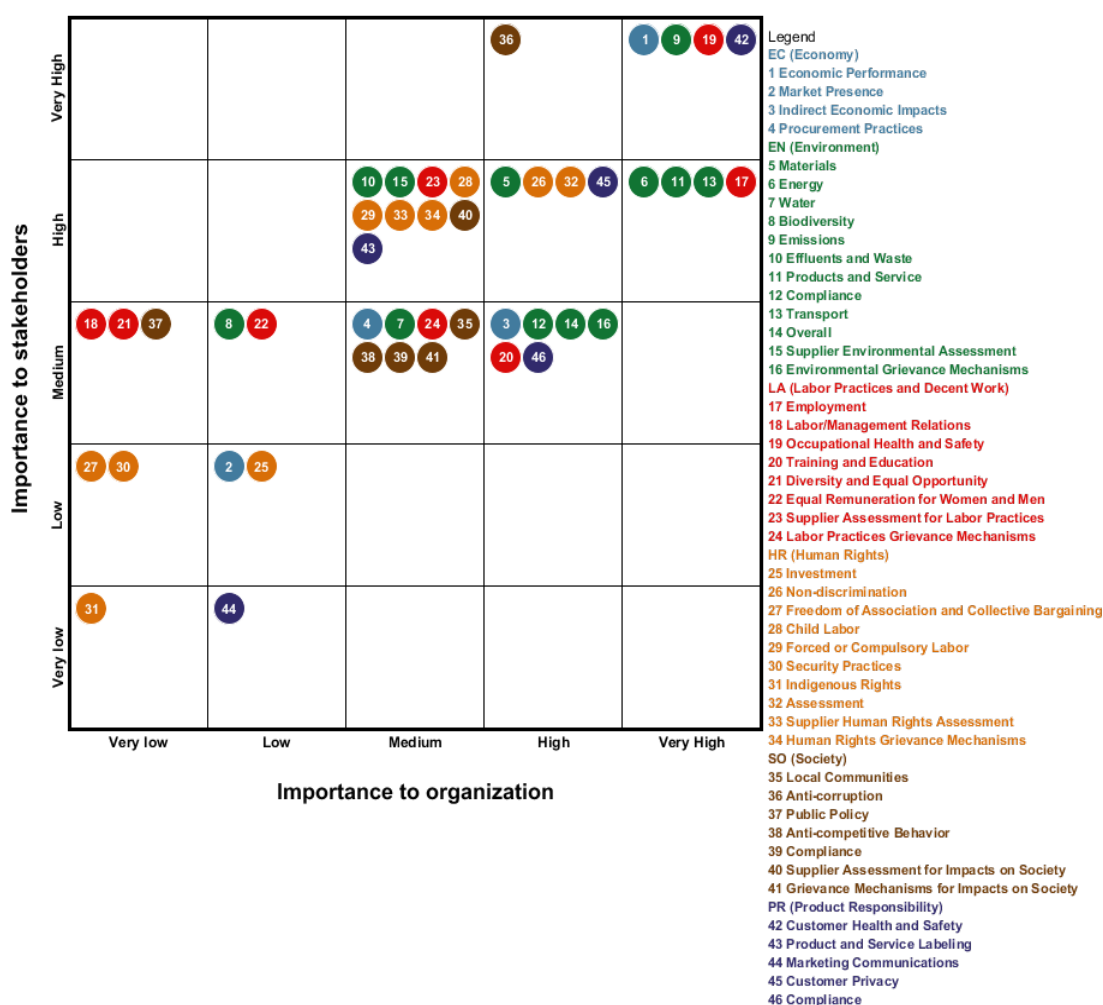
Effects of restatements of information and changes to the scope of the report

Our company has reported previously on sustainability issues.

This report contains no restatements of information compared to the previous report. However, there is a change in the format.

Due to the perennial membership in the UN Global Compact, it was time to professionalize the annual Communication on Progress. It took also a professionalized system of collecting data to optimize the format, the scope and the boundaries of the aspects of the report. This in turn led to the intended identification of improvement potentials. In this regard, the sustainability software 360report assisted. Moreover, the improved external representation aims at increasing FAI's transparency in order to meet stakeholder needs efficiently.

Materiality matrix



3. Stakeholder Engagement

Stakeholder groups engaged

In the reporting period, we included stakeholders of the company in sustainability topics. The following table shows the involved stakeholders.

Table 6: List of stakeholders engaged

Stakeholder	Topics
Executive Board	All material aspects.
Individual employees	The specific aspect for which the person carries out the data collection.

There was no systematic engagement of external stakeholders during the reporting period. We intend to change this in the future. Step by step, we will increasingly include different stakeholders in the reporting process.

Basis for identification and selection of stakeholders

The executive board promotes sustainability in the company. During the discussion about the material aspects and indicators additional employees were involved gradually into the process.

Approach to stakeholder engagement

In the process of reporting, we selectively involved different employees and departments of FAI's business units. This often happened several times a week. We plan to further engage our employees in the future. To this end, we will examine to what extent external stakeholders want and should be involved in the process.

Topics and concerns of stakeholder engagement

Several employees from the management, human resources, accounting, the charter area and the technology have been involved in the making of this report. The involvement was about different aspects that are situated in the materiality matrix (see page 12).

4. Ethics and Integrity

Codes of conduct and codes of ethics

Our company is based on written values, principles and standards of conduct and norm.

Table 7: value / principle / standard of behaviour and norm

Value / Principle / Standards of Conduct and Norm	Description	Description of how the Value / Principle / Standard of Behaviour and Norm was developed, approved and implemented
Standards of conduct and norm	Contract of Employment	Employment contracts are designed by the legal department and human resources.
Standards of conduct and norm	Code of Conduct	Design and Implementation by the Quality Management Department.

In terms of values, principles and standards of conduct and norm, we regularly train our employees. New employees and new members of the Supervisory Board are required to read our values / principles / standards of conduct and norm and to confirm their acknowledgement and consent by signature. The Quality Management department is responsible for the development and formulation of principles, values, norms and standards of conduct. They are written in different languages with the intention of making them understandable for all members of the Supervisory Board, employees, business partners and other stakeholders.

PERFORMANCE INDICATORS

1. EC (Economy)

1.1 Management Approach of “EC (Economy)”

Since July 6th, 2005 we are an active member of the UN Global Compact and continuously make an effort towards sustainable development of our company. By joining the UN Global Compact we have committed to comply with the Ten Principles of the UN Global Compact and the UN Guiding Principles on Business and Human Rights. For instance we are supporting the respect for human rights and the prohibition of discrimination with respect to employment and occupation.

As a leading provider of ambulance flights, VIP-Charter and aircraft management we are to offer our clients a future-oriented solution for sustainable individual mobility. We are convinced that acting responsibly with the result of social acceptance creates the condition for every enterprise to be economically successful, now and in future.

Thus we understand sustainable management as an investment in our future capability. This requires that solutions for social and entrepreneurial challenges are identified at an early stage.

1.2 Economic Performance

Direct economic value generated and distributed

Direct economic value generated and distributed (EVG&D).

Our company uses an accrual expenditure and income statement as a profit determination method. As a result of the previously used internal data management system the economic business numbers required by GRI G4 were not prepared. We will adjust the system to generate these business figures in the future.

The EVG&D cannot be divided by national, regional or market level. The reason is that the percentage of local supply options depend on the air routes and therefore fluctuates significantly which make it very difficult to report solid percentages.

Risks and opportunities posed by climate change

Financial implications and other risks and opportunities for the company's activities due to climate change.

We do not yet experience the risks of natural disasters due to climate change for our business. We assume no strong risks due to our geographical location.

FAI is not one of the classic energy-intensive industries, however, a growing company with rising greenhouse gas emissions. Within the European Emissions Trading System (EU-ETS) there are CO₂ regulations for flights of all aircraft operators within the European Economic Area (EEA). For international flights from / to the EEA the EU ETS is temporarily suspended due to the "Stopping the Clock"-decision until the International Civil Aviation Organisation ICAO will have developed and adopted a global model for the regulation of international aviation emissions.

However, we are affected indirectly by climate change, because we have to pay higher energy and commodity prices, which result to higher demands on energy management. Yet, we have a CO₂ strategy, which is outlined in more detail in the environment section (see page 17). We cannot comment on a systematic and database-driven analysis of the financial impacts of climate change.

Any damage due to climate change is partly covered by our insurance.



1.3 Indirect Economic Impacts

Development and impact of infrastructure investments and services supported

We have made the following investments in infrastructure and/or services during the reporting period.

Table 8: Investments in infrastructure or services supported

Case	Previous needs analysis performed	Type of investment	Costs	Duration
Senegal, hospital and health stations	Yes	Monetary donation	EUR 70.000 p.a.	5 years
"Tafel Nürnberg", groceries for homeless people	No	Monetary donation	EUR 5.000 p.a.	3 years
Global Compact	No	Monetary donation	USD 2.500 p.a.	continuously

Thanks to a FAI donation of € 70.000, the continued existence and extension of the **hospital** in Médina Chérif, in the province of Kolda, **Senegal**, was made possible.

The hospital and health centre which opened in March 2011 and in summer of 2012 respectively have been so successful that the wish has been expressed to provide and facilitate medical access for even more people by shorter distances. Seven health centres will benefit 13,000 inhabitants from 62 villages. Before that, the next medical facility point for these people was the regional hospital in the provincial town of Kolda, 80 km away. Especially during the rainy season, these people live very isolated. Malaria remains the main cause of death.

Dr. Siegfried Axtmann, Chairman of FAI rent-a-jet Aktiengesellschaft, visited Médina Chérif in March 2011 with a delegation from Germany and Austria (among others, UNESCO Goodwill Ambassador Dr. H.C. Ute-Henriette Ohoven from Germany and Austrian ambassador in Dakar Dr. Gerhard Deiss).

Siegfried Axtmann emphasizes: "It was important to me to specifically support a project in Africa continuously. This commitment to improve the health care was particularly close to my heart. I am constantly informed about the work at the hospital in Medina Cherif.

So I can accurately estimate what amount was required by the healthcare centres for equipment, for education and training of the medical staff and many other things."

In the future, we plan to have one midwife per healthcare centre. This will enable child deliveries in the immediate vicinity of the villages. Our contact persons are to connect to the public and raise awareness in the area of prevention, hygiene, contraception, HIV, and other health related issues. The expert monitoring of each healthcare station is then performed directly by the heads of the FAI hospital and the FAI Maternité. The project partner HOPE'87 already began with the construction.

The money donated to the "Nürnberg Tafel e. V." is meant to support an organisation that takes care of the distribution of food to the homeless and people in need with very low income.

Nature and extent of significant indirect economic impact

Third parties incur an indirect economic impact attributed to our company's activities.

Table 9: The company's positive and negative indirect economic impacts

Indirect economic impacts	Effect	Degree of the impact on third parties	Description of the impact
Airport Nuremberg	positive	Significant impacts	Higher volume of air traffic, better utilization and thus business stability of Airport Nuremberg.
Labour market	positive	Significant impacts	Qualified jobs at the Nuremberg location.

1.4 Procurement Practices

Proportion of spending on local suppliers at significant locations of operations

Our company does not have a policy that favours locally-based suppliers. It is currently not planned to introduce such a policy.

Even without such a policy we already prefer locally-based suppliers.

2. EN (Environment)

2.1 Management Approach of "EN (Environment)"

Sustainability has many facets. From environmental protection to help people in need – societal engagement is firmly anchored in the philosophy of FAI rent-a-jet Aktiengesellschaft. We take responsibility to do our part and see ourselves as a corporate proactive citizen. We are mainly engaged in regions where we have active and relevant business activities. Our CO₂ offsetting project in Mali, for instance, aims at placing our company as a reliable partner for the local community over the next years.

With this project, our headquarters in Nuremberg will become carbon neutral. This important step is our contribution to environmental protection.

In our Code of Conduct we commit ourselves to act in such a way that protects the environment.

2.2 Materials

Materials used

Materials used by weight or volume.

In the following the company gives information about the factory supplies.

Table 10: Factory supplies used

Factory supplies	Amount	Unit	Origin	Type of energy used	Measuring method
Mobile oil 254	576,00	l	external	Non-renewable	Estimate
AERO HF OIL	310,00	l	external	Non-renewable	Estimate
Prist OIL	800,00	l	external	Non-renewable	Estimate
Grease / lubrication fat	70,00	kg	external	Non-renewable	Estimate
Turbo oil 2380	100,00	l	external	Non-renewable	Estimate
Butanol	200,00	l	external	Non-renewable	Estimate
Isopropyl alcohol	100,00	l	external	Non-renewable	Estimate
Several sprays (contact spray, PTFE, varnishes)	300,00	kg	external	Non-renewable	Estimate

Our company uses the following estimation methods: Calculation of consumption levels of the average order amounts of all used factory supplies.

2.3 Energy

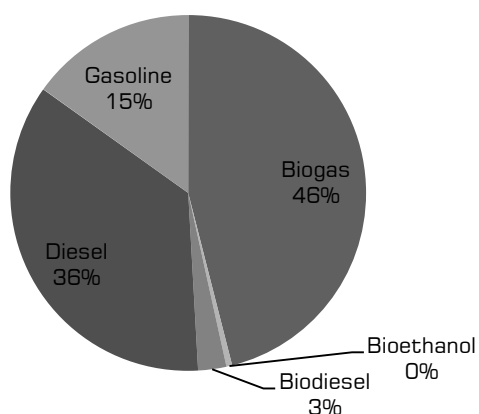
Energy consumption within the company

In the reporting period, our company has purchased, produced and sold energy.

Table 11: Consumption of fuels by fuel type

Energy source	Energy (GJ)
Renewable energy sources	
Biogas	1.569,65
Bioethanol	25,40
Biodiesel	61,50
Non-renewable energy sources	
Kerosene	435.038,81
Diesel	1.168,41
Gasoline	18,24
Total energy consumption by fuel	438.449,82

Energy Consumption per Energy Source
(without Kerosene)



The renewable energy sources share of FAI's fuel consumption consisted of 59%, excluding the consumption of kerosene.

Table 12: Total amount of indirect energy consumption differentiated by renewable and non-renewable energy sources

Energy source	Energy (GJ)
Renewable energy sources	
Electricity	486,81

Non-renewable energy sources	
Electricity	1.316,20
Total indirect energy consumption	1.803,01

Table 13: Total amount of energy produced and sold

Energy source	Energy (GJ)
Renewable energy sources	
Electricity	360,69
Total energy produced	360,69

The energy generated in table 13 originates from the companies' own photovoltaic system on the roof of "Hangar 6". In 2013, 100.192,50 kWh were generated and side-fed into the grid of the "Flughafen Nürnberg Energie GmbH".

In 2014, an additional photovoltaic system with a module capacity of 88.3 kWp will be installed on the roof of "Hangar 7".



The photovoltaic system on the roof of "Hangar 6"

Table 14: Total amount of energy consumption within the company by renewable and non-renewable type of energy source

Energy type	Energy (GJ)	of which renewable	of which non-renewable
Purchased	438.449,82	2.162,28	438.090,55

Produced	360,69	360,69	0,00
Sold	360,69	360,69	0,00
Total energy consumption within the company	438.449,82	2.162,28	438.090,55

Energy intensity

Energy intensity in aviation turbine fuel consumption per flight hour

Dividing the aviation turbine fuel consumption with the amount of flight hours we feature a consumption of approximately 1,168 l per flight hour. This corresponds to an energy intensity of 38.2 GJ per flight hour.

Reduction of energy consumption and lowering the energy requirements

Table 15: Initiatives to reduce energy consumption

Initiative	Reduction (in GJ)	Affected types of energy	Base year / reference value	Standards, methods and assumptions
Improved procedures, optimal design of planes.	200,00	aviation turbine fuel	2013	Establishing standard methods for the design of plane segments with the largest fuel consumption.
Changed employee behaviour to comply with standard procedures.	200,00	aviation turbine fuel	2013	Compliance with these provisions by all crews.
Examination of the flight planning, avoidance of misplanning or detour plans.	200,00	aviation turbine fuel	2013	Review of the flight plans by the corresponding department.
Establishment of standardized "extra fuel-quantity", to avoid excessive air plane weight.	200,00	aviation turbine fuel	2013	Definition of standardized "Extra-fuel quantities".
Aerodynamic improvements to older aircrafts (two aircraft LJ 35) Raisbeck ZR and Avcon mod.	1.140,00	aviation turbine fuel	2013	Saving of approximately 20 l fuel per flying hour for a flight capacity of 1,650 hours in 2013 results in a saving of around 33,000 l aviation turbine fuel.
Conversion of six older aircrafts on digital "fuel running" engine modification.	142,00	aviation turbine fuel	2013	Saving assumption of about 1 l fuel per aircraft per flying hour results in a saving of around 4,100 l in 4,100 flying hours in 2013.

Precise information on the aviation turbine fuel savings is difficult to retrieve and analyze. We are achieving saving potentials in flight planning and the assessment and minimization of ground use of the engines, but also during flights by optimizing crew operation of the aircraft.

Assuming a savings potential of 5 l per flight over about 5,000 flights in 2013, the result total saving is of approximately 800 GJ (= 25,000 litres) in the first four of the initiatives listed in table 15 above.

2.4 Water

Total volume of water withdrawn

Total water withdrawal by source.

In 2013, we withdraw 677 m³ from the local water supplier. Consumption has been measured by a calibrated water meter from the water suppliers of Flughafen Nürnberg GmbH.

2.5 Biodiversity

Operational sites in protected areas or high biodiversity value area outside the protected area

Some of our business locations are adjacent to statutory protected areas or areas of high biodiversity value without protection status.

Table 16: Business locations in or adjacent to statutory protected areas or areas of high biodiversity value without protection status

Name of the location	Geographic location / address	Type of operation	Subterraneous land use	Position in relation to the protected area	Size of operational site (in km ²)
Nuremberg	Airport	Business location	No	Adjacent – the protected area is situated 1.2 km to the East and 0.8 km to the North.	0.14
Nuremberg	Airport	Business location	No	Adjacent - the protected area is situated 1.5 km to the East.	0.14

Table 17: Biodiversity value of the locations specified in table 17

Name of the location	Characteristics of the protected area	Protected object
Nuremberg	Landscape	Landscape protection area "Kraftshofer Forst"
Nuremberg	Landscape	Bird sanctuary "Nürnberger Reichswald"

2.6 Emissions

CO₂ balance – Direct GHG emissions (Scope 1), indirect energy-related GHG emissions (Scope 2) and other indirect GHG emissions (Scope 3)

Table 18: Total CO₂-emissions divided by scope

Emission source	CO ₂ e (t)	Proportion (%)
Scope 1		
Heating ¹	0,00	0,00 %
Company fleet of cars ²	119,67	0,29 %
Company fleet of planes ³	33.771,82	81,99 %
Air conditioning ⁴	12,67	0,03 %
Energy from renewable sources ⁵	0,00	0,00 %
subtotal	33.904,16	82,31 %
Scope 2		
Purchases of electricity ⁶	234,89	0,57 %
subtotal	234,89	0,57 %
Scope 3		
Paper ⁷	4,54	0,01 %
Water ⁸	0,46	0,00 %
Waste ⁹	5,48	0,01 %
Indirect Emissions from fuel and energy consumption in Scope 1+2 ¹⁰	7.042,86	17,10 %
Subtotal	7.053,34	17,12 %
Total	41.192,39	100,00 %
Savings through the feeding into green electricity grid ¹¹	46,18	0,11 %
Total (According to CO₂ reduction)	41.146,21	99,89 %
Outside the scope		
Combustion of biomass * in Scope 1 ¹²	114,44	
* Biomass include: bio-gas (for heating), bioethanol (mixed in with the gasoline of the company fleet), biodiesel (normal diesel of company fleet)		

Explanations regarding the CO₂ balance

Scope 1 - Direct emissions in the company

1. Biogas (ExtraEnergie): consumption 436.014,00 kWh
2. Company fleet of cars: consumption 34.269 l Diesel, 15.698 l gasoline
3. Company fleet of airplanes: consumption 13.268.575 l aviation turbine fuel
4. Air conditioning: Emissions due to the air conditioning of the hangars
5. Energy production from renewable energy sources: Production 100.192,50 kWh

Scope 2 - Indirect Emissions due to energy production outside the company

6. Electricity: Electricity purchased from Nuremberg airport (N-ERGIE): 500.837 kWh
The N-ERGIE electricity mix (most recent reference year: 2012) contains 57% of fossil fuels, 27% renewable energy and 16% nuclear energy.

Scope 3 - Other indirect emissions

7. Indirect Emissions from fuel and energy consumption in Scope 1 + 2: These emissions result from the upstream chain of fuels (for example transportation, refining, storage and delivery) or current (production, network losses).
8. Paper: consumption 740.000 sheet DIN A4, 10.000 sheet DIN A3
9. Water: consumption 677 m³
10. Waste: generated waste (summed up): 261 t
11. Savings through the feeding of green electricity into the national grid via the production of photovoltaic electricity from the hangar 6 roof, conventional electricity has been abolished and thus reduced the emissions of the electricity mix in Germany. Note: This reduction is done according to the currently valid GHG protocols and DEFRA standards. The methodology is currently being revised for improvement.
12. Combustion of biomass in Scope 1: direct emissions resulting from the combustion of biomass are listed in the area "outside the scope"; this is because these emissions already exist during the degradation of biomass (such as the felling of trees or harvesting of corn). These emissions are shown separately here only for information purposes.

Our company calculates all CO₂ emissions with the sustainability software 360report.

The emission factors that underlie 360report, result mainly from DEFRA (Department for Environment, Food and Rural Affairs), but also of GEMIS (Global Emission Model for Integrated Systems) and the IFEU. For more information about data sources, see the website of 360report (www.360report.org).

Reporting period

The emissions include the calendar year 2013.

Organisational boundaries

In defining the organisational system boundaries one has to decide which company locations should be taken into account in the CO₂ balance. For the present CO₂ balance and relevant indicators, the following company boundaries were defined:

Table 19: company locations Included

Name	Location	Main department
FAI rent-a-jet AG	Nürnberg	All departments of the headquarters

There are no subsidiaries included in the CO₂ balance, since the company does not have any.

Greenhouse gas (GHG) emissions intensity

CO₂ emissions intensity

Per one flight hour we turn out an emission intensity of 2.97 t CO₂.

NO_x, SO_x and other significant air emissions

Our company emits NO_x, SO_x emissions, and other significant air emissions. These air emissions are shown in the table below.

Table 20: NO_x, SO_x and other significant air emissions

Type of air emissions	Amount (in kg)	Calculation method	Used standards, methods and assumptions
SO ₂	2.120,00	Calculation on basis of standard data	Calculation factors of the German Federal Environment Agency
NH ₃	1.823,20	Calculation on basis of standard data	Calculation factors of the German Federal Environment Agency
Particulate matter (total)	848,00	Calculation on basis of standard data	Calculation factors of the German Federal Environment Agency
Total amount of air emissions	4.791,20		

Air emissions are calculated on the basis of fuel consumption. This was multiplied by emission factors for fuel of the German Federal Environmental Agency. The emission factors have been published in 2012 in the study "Entwicklung eines Modells zur Berechnung der Energieeinsätze und Emissionen des zivilen Flugverkehrs – TREMOD AV" on page 21.

Climate neutrality of the headquarters in Nuremberg

To make our headquarters for the 2014 carbon neutral, emissions are compensated from the following sources:

Table 21: CO₂ balance of FAI headquarters

Emission source	CO ₂ e (t)
Scope 1	
Heating	0,00
Company fleet of cars	119,67
Air conditioning	12,67
Energy from renewable sources	0,00
subtotal	132,34
Scope 2	
Purchases of electricity	234,89
subtotal	234,89
Scope 3	
paper	4,54
water	0,46
waste	5,48
Indirect Emissions from fuel and energy consumption in Scope 1 +2	78,04
Subtotal	88,52
Total	455,75
Saving by feeding green electricity into the national grid ¹	69,27
Total (by CO₂ reduction)	386,48

Explanation of the carbon neutrality balance

Savings by feeding green electricity into national grid: The production of the photovoltaic energy system from "Hangar 6" and its performance in 2013 are used as a reference. In addition, a half of hangar 6 production is added to represent the new and equivalent to hangar 6 photovoltaic plant on "Hangar 7" for the second half of the year 2014. => i.e. 46,18 t + 23,09 t = 69,27 t (see page 22).

This results in a compensating volume of 387 tonnes of CO₂ to ensure the carbon neutrality of FAI headquarters. For this investment, we have found ourselves an exciting project in Mali.

Supported project in Mali

We have decided to offset our CO₂ emissions of the company headquarters for a project with energy-efficient stoves. The stoves are manufactured in five different sizes directly on-site in Mali. The stoves are very similar to the traditional heating appliance, thus they have a very large acceptance in the population. They burn half of the fuel a standard stove would burn, so the expenditure of families in heating cost is reduced by 50%. At the same time a great amount of CO₂ is saved through forest conservation. The project we selected is a gold standard project.



2.7 Effluents and Waste

Effluents

Total water discharge by quality and destination.

Our company makes waste water discharges, which are shown in the following table.

Table 22: Waste water discharges by type, destination and treatment

Location	Volume (in m ³)	Treatment	Discharge	Method of volume estimation	Reuse by another organisation
Nuremberg	677,00	Treatment in external sewage treatment plant	Public sewer system	Measurement	No
Total of all waste water discharges	677,00				

There are no other standard waste water quality parameters available in our company.

Waste

Total weight of waste by type and disposal methods.

In our company, non-hazardous and hazardous waste apply.

Table 23: Non-hazardous waste by type and disposal method

Waste type	Amount in t	Method of disposal	Information on method of disposal
Waste that has not been specified otherwise in the list (AS 16)	0,60	recycling	information provided by the waste disposal contractor
Paper / board	0,20	recycling	information provided by the waste disposal contractor
Batteries	0,06	recycling	information provided by the waste disposal contractor

Municipal waste including separately collected fractions (AS 20)	258,00	reuse (including energetic recycling)	Estimate
Total of non-hazardous waste	258,86		

Table 24: Hazardous waste by type and disposal method

Waste type	Amount (in t)	Method of disposal	Information on method of disposal
Oil waste and waste of liquid fuels (except edible oils) (AS 12)	0,88	recycling	information provided by the waste disposal contractor
Waste from organic solvents, refrigerants and propellants (AS-14)	0,17	recycling	information provided by the waste disposal contractor
Packaging waste, absorbent mass, wiping cloths, filter materials and protective clothing (AS 15)	1,22	recycling	information provided by the waste disposal contractor
Waste that is not listed otherwise in the directory (AS-16)	0,22	recycling	information provided by the waste disposal contractor
Total of hazardous waste	2,49		

A significant number of packaging and shipping cartons from our suppliers are reused. The 258 tons of "municipal waste, including separately collected fractions (AS 20)" is by far the largest amount of waste and consists of waste which has been disposed of as residual waste and paper waste from the offices, kitchens, etc. These are unfortunately no exact figures for the amount and composition. Therefore, the daily volume of around six bags with a volume of 240 liter each, composition and hence the weight was estimated.

Significant pollution

Total number and volume of significant spills.

In our company there have been no notable incidents in which environmentally harmful substances have been released.

2.8 Compliance

Sanctions for environmental offenses

Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.

No environmental laws or regulations were violated by FAI during the reporting period.

2.9 Transport

Environmental impacts of transports

Significant environmental impacts of transporting products and other goods and materials for the organisation's operations, and transporting members of the workforce.

Table 25: Effects of transport in terms of energy consumption

Type of transportation	Energy sources	Value	Unit
Air transport	aviation turbine fuel	10.600,00	Tons

Table 26: Impact of transport in the area of noise

Type of transportation	Type of impact	Value	Unit
Air transport	Noise (Overflight noise levels)	between 70,8 and 86,3	Decibel (dB)

The foundation of the indicators is the main business of the company: Air transport within the ambulance flight operations and Charter flight operations. There is unfortunately no limit of transportation to be expected with regard to the travel of the crew. The main work of the company is in the field of air ambulance operations. We try, in terms of ambulance flight operations, to achieve a continuous fulfilment of tasks per aircraft through optimal aircraft planning. By arriving at the destination of a patient we aim at enabling the admission of another patient at the same destination in order to minimize the environmental and economic effects of potential additional flights.

Thus, criteria to determine the significance of environmental effects are the utilisation of ambulance aircrafts with the analysis of the transport routes of the patients and compliance to standards during take-off and departure of all aircrafts according to the "Noise Abatement Procedures" to reduce noise pollution.

2.10 Overall

Expenses and investments for environmental protection

In 2014 we will install a second photovoltaic system on top of "Hangar 7". The investment volume is expected to amount to € 160.000,-. Also, we design a carbon neutral headquarters in Nuremberg by establishing a new project in Mali (see page 23). The investment volume amounts to approximately € 3.500,--.

2.11 Environmental Grievance Mechanisms

Formal grievances about environmental impacts

Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.

In accordance to the law we respect and observe environmental regulations. Our employees are trained and sensitized in regard to the urgency of these tasks. In our company, there is a formal complaints procedure in relation to environmental impacts. This is possible via an anonymous complaint box next to the human resources department. During the reporting period no formal complaint has been filed with respect to environmental impacts.

3. LA (Labour practices and decent work)

3.1 Management Approach of "LA (labour practices and decent work)"

We respect and recognize the unique role of each employee and his/her contribution to the success of the company. All colleagues - regardless of their position, nationality, gender, age - are equally treated and supported by the executives.

We want to attract and retain the best employees. To do so, we offer secure and attractive jobs. Over the fixed and variable salary components we offer additional compensations such as a gratuity equal to one month's salary, saving schemes and various insurance services. Key decisions affecting the employees and employment are taken by the management board. The responsibility for the successful implementation lies in both human resources as well as in specialized departments.

Appreciation and team spirit are important principles in our organisation. We are convinced that good teams are more than the sum of its individuals. A strong sense of "We" is the base on which our company continues to prosper.

3.2 Employment

Staff overview and development

Total number and rates of new employee hires and employee turnover by age group, gender, and region.

Table 27: employee turnover by gender and age groups

Attribute	Number of employees per attribute	Number of new staff	New employee entry rate (in%)	Number of employee resignations	Fluctuation rate* (in %)
Total workforce	163	77	47,2%	40	24,5%
By gender					
female	44	13	29,5%	12	27,3%
male	119	64	53,8%	28	23,5%
Age group					
< 30 years	33	21	63,6%	7	21,2%
30 - 50 years	106	42	39,6%	23	21,7%
> 50 years	24	15	62,5%	10	41,7%

** Term contracts, dismissals of workers, employer layoffs and termination of agreements are included in this fluctuation rate.*

Company benefits

We offer our employees various standard company benefits. In addition, our company enables the following company benefits: Sunday, night and holiday surcharges, as well as various insurance benefits, such as, international health insurance, accident insurance and life insurance. Employees receive monthly financial support for the purchase of beverages. In addition to that an annual bonus equal to a month's salary is paid. Employees, who are responsible for the maintenance of the aircraft fleet, get work clothes and other personal protective equipment. Employees, who are sent to stations abroad, receive an additional allowance for living expenses. This varies depending on the destination (station).

We provide our employees with fixed-term contracts and our part-time workers with the same company benefits as the full-time employees.

3.3 Occupational Health and Safety

Injuries, occupational diseases and absence

Type of injury and rates of injury, occupational diseases, lost days and absenteeism.

Table 28: Injury, occupational illness, lost days within the total workforce

Criterion	number of females	number of males	Total
Planned working time in hours, total	112.625	233.750	346.375
Absenteeism in hours, total	10.260	13.915	24.175
Illness-related absenteeism			
Illness-related absenteeism in hours	10.260	13.915	24.175
Illness-related absenteeism due to occupational illness in hours	0	0	0
Notifiable accidents			
Number of notifiable accident	2	1	3
from the notifiable accident, travel and sports accidents were (number)	0	0	0
and fatal accidents were	0	0	0
Days lost per notifiable accident	34,0	8,0	42,0
Overview			
Notifiable accidents per 1,000 employees	44,0	10,0	54,6
Absence days due to accidents per 1,000 employees	773,0	76,0	849,0

The list also contains accidents in the context of first aid measures taken. We collect the data of accidents in a union book and show the accidents which have resulted to an incapacity for work of over three days to the responsible accident insurer.

Diseases related to occupation

Workers with high incidence or high risk of diseases related to their occupation.

In our company, there are activities that have a high rate or danger of illness. Colds are the most common occurring illness. This disease occurs most commonly in aircraft mechanics.

The most important vaccinations that are relevant to employees are provided free of charge and are presented in educational sessions.

3.4 Training and Education

Training and education per employee

Average hours of training per year per employee by gender, and by employee category.

Table 29: Average number of education and training hours per gender

Category	Number of Employees	Hours for education and training	Hours for education and training per category
Total workforce	163	5280,50	32,40
By gender			
Female	44	334,5	7,6
Male	119	4946,0	41,56

At the beginning of the employment relationship, all new employees are trained on safety regulations in the company and familiarized with health and safety regulations and laws.

The employees are continuously trained both at the beginning and during the entire employment time. These trainings serve as knowledge preservation, consolidation and as expansion of the existing know-how.

We all strive for utmost professionalism and rely on expert opinion.

A continuous training of the workforce guarantees us and our employees, that the professional requirements are always met. The increased training effort in male workers can be explained by the fact that mainly men chose the profession of being a pilot. From all 93 pilots, 90 are male and only three a female. The flight operations, however, is the most intense training area of the company with statutory minimum training of about 40 hours per year.

3.5 Equal Remuneration for Women and Men

Ratio of basic salary and remuneration of women to men

There is no difference between the salaries of men and women.

3.6 Labour Practices Grievance Mechanisms

Complaints regarding work practices

Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms.

In our company, there is a possibility for formal complaint procedure in relation to working practices (see also page 27).

Personnel, who want to seek advice or uncover grievances on labour practices, may do so by a formal complaint procedure which is integrated in our organisation. This ensures the integration of labour standards. For this purpose a letter box is available, where our staff can submit their grievances for evaluation by the human resources department.

No incidents of non-compliance with labour standards were reported during the reporting period through our formal complaint process. Any kind of problem reported at any time is taken seriously. The affected employees are heard firstly followed by looking for a solution together with all involved parties. Only if the employee gives his explicit consent, the supervisor is getting involved in searching for a solution. The human resources department takes up the role of mediator.

4 HR (Human Rights)

4.1 Management Approach of "HR (human rights)"

In our Code of Conduct we commit ourselves to respect human rights in all our actions and activities. This is particularly evident in our investment decisions and the selection of business locations.

Our employees have the possibility to anonymously and confidentially communicate on violations of human rights via our Human Resources Department. It then investigates these hints and takes all necessary measures to counter any abuses. In 2013 there has no violations of human rights been identified.

4.2 Non-discrimination

Incidents of discrimination

Total number of incidents of discrimination and corrective actions taken.

During the reporting period no incidents of discrimination were reported in our company.

4.3 Child, Forced or Compulsory Labour

Risk of child, forced or compulsory labour

We have no business locations or suppliers in our company that are considered as posing a risk for child labour as well as forced or compulsory labour.

4.4 Assessment

Examination of the business locations for compliance with human rights

FAI's headquarters in Nuremberg is examined with regard to human rights and potential impacts.

To avoid impacts on human rights we have adopted various measures. Among them is an introduction for our freelancers on social and cultural aspects.

We approach conflicts we recognised at an early stage, with an open-minded manner and respond effectively and consistently to it.

As a company with employees from different nationalities, there are neither cultural nor language barriers. All our employees are supported, challenged and treated equally. Our training concepts are provided to the entire workforce.

In this context FAI's employees agree in their employment contract to respect each country's local tradition. This includes avoiding any interference in political and religious affairs of the host countries. Our aim is to make sure that, neither the host nor the home country or our company is depicted negatively.

4.5 Human Rights Grievance Mechanisms

Formal complaints about human rights impact

Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.

FAI has a formal complaint procedure in relation to impacts on human rights (for procedure see page 27 and 31). There were no formal complaints in relation to impacts on human rights that were filed during the reporting period.

5. SO (Society)

5.1 Management Approach of "SO (Society)"

Social commitment is firmly anchored in our self-perception. We operate in many different markets, which are characterised by diversity. Due to our long-term local presence in these markets we were able to gain an overview of the population's social conditions. In this context our commitment to the project in Senegal has specific importance.

However, for us it is not only the support across the German border due to our international operations, which is important. We are also committed locally through a project in Nuremberg and nationally through our continuous engagement and the participation in the workshops of the German Global Compact network.

The basis of fair competition is in compliance with legal standards – also and especially with regard to human resources. Corruption distorts competition and causes damage to the company. The company's reputation is not only the basis for a healthy but also a growing corporate performance and is essential for further development.

Our employee's remuneration is above the regional market benchmark. The exploitation and the abuse of our staff are not, never have been, and will never be part of our corporate philosophy. Due to this fair remuneration the susceptibility of the individual to corruption is minimised.

Our Code of Conduct, which will be published shortly on our website, underlines our commitment to zero tolerance on corruption. Besides combating corruption, the prevention of corruption has the highest priority at FAI.

5.2 Local Communities

Negative impacts on local communities

Operations with significant actual and potential negative impacts on local communities.

There are no business operations or business locations in our organisation that have a substantial potential to exert or cause adverse impact on local communities and municipalities.

5.3 Anti-corruption

Business locations checked for risk related to corruption

Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.

No business locations were systematically checked for risks related to corruption. Nevertheless due to our "zero tolerance policy" the risk of corruption is very low. This is also indicted in the FAI Code of Conduct.

Communication and training on anti-corruption policies and procedures

There is no training on anti-corruption in our organization, however, we intend to introduce such training in the medium term. The training is planned for both executives and employees of the organisation.

FAI has policies and procedures to combat corruption. These are formulated in the Code of Conduct, which we introduced in the first half of the year 2014. The Code of Conduct gives instructions and information on how conflict of interest as well as other forms of corruption cases can be avoided or solved.

Incidents of corruption and actions taken

Confirmed incidents of corruption and actions taken.

During the reporting period there were no cases of corruption in our company. In addition, no contracts were terminated or not renewed due to corruption cases.

5.4 Public Policy

Total value of political contributions

Total value of political contributions by country and recipient/beneficiary.

Our company did not issue any direct or indirect monetary and non-monetary gifts to political institutions or individuals.

5.5 Anti-competitive Behaviour

Anti-competitive behaviour or anti-trust and monopoly practices

Total number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices and their outcomes.

In the reporting year, our company has not been involved in any proceedings arising from anti-competitive behaviour or violations of antitrust law. We totally comply with applicable antitrust and competition law and are regularly seeking advice from experts regarding antitrust and competition issues.

5.6 Compliance

Penalties as a result of violations of laws and regulations

Monetary value of significant fines and total number of non-monetary penalties for non-compliance with laws and regulations.

Our company did not violate any laws or regulations. Thus, there were no fines and monetary penalties for non-compliance with laws and regulations.

5.7 Grievance Mechanisms for Impacts on Society

Complaints in relation to impacts on society

Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms.

In our company there is a possibility for formal complaint procedures in relation to impact on society (for procedure see page 27 and 31). There were no formal complaint procedures in relation to impact on society, such as occurrences of corruption that were filed during the reporting period.

6. PR (Product Responsibility)

6.1 Management Approach of "PR (product responsibility)"

As a provider of premium products and services for individual mobility we believe that security is an integral part of our product responsibility. We possess all required airworthiness (CofA: Certificate of Airworthiness) and airworthiness review (ARC: Airworthiness Review Certificate) certificates. The security of our passengers is number 1 priority on an operational standpoint.

6.2 Customer Health and Safety

Impacts of products and services on health and safety

Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.

100% of our products and services were tested for their impact on health and safety throughout the life cycle.

We are accredited by EURAMI (European Aero Medical Institute) and the European Standard EN13718-2. In this way, we guarantee that our services have been tested throughout the life cycle with regard to their impact on health and safety.

Violation of requirements for products and services

Total number of incidents of non-compliance with regulations and voluntary code of conduct concerning the health and safety impacts of product and services during their life cycle, by type of outcomes.

During the reporting period there have been no violations against regulations or voluntary Code of Conduct related to the impact of products and services on health and safety.

6.3 Product and Service Labelling

Results of customer satisfaction surveys

A customer satisfaction survey was conducted during the reporting period.

Customer satisfaction is a very important aspect in all our business activities. It is particularly true in the field of Charter flights. To promote and enhance customer satisfaction we make sure that we provide our customers with all the necessary information about the flight as early as possible. In the year 2013, there have been no noteworthy complaints. Rather, the feedback was very positive. This feedback is a confirmation of our high quality product and service and an incentive for us, to continue putting customer satisfaction at the centre of all our business activities.

6.4 Customer Privacy

Complaints in relation to the protection of the privacy of customers

Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.

During the reporting period, there was no complaint regarding the protection of customer privacy and breach of the data protection.

GOALS

At the end of this report we would like to introduce our most important goals.

Table 30: The company's sustainability goals

Category	Indicator	Goal/Measures	Due Date
LA (Labour Practices and Decent Work)	G4-LA9 – Training and Education per employee	Raising awareness of pilots about the compliance of standard procedures, specifications of the aircraft and operations documentation, as well as continuing education on issues of compliance with optimal performance during the flight and its influence on economic factors.	End 2014
EC (Economy)	G4-EC1 - Direct economic value generated and distributed (EVG&D)	Preparation of the company's key economic figures based on GRI G 4.	06 / 2015
EN (Environment)	G4-EN17 - Other indirect greenhouse gas (GHG) emissions (Scope 3)	Completion of the data collection for the indicator "Other indirect GHG emissions (Scope 3)."	06 / 2015
EN (Environment)	G4-EN-DMA	Development of guidelines for the protection of the environment, which go beyond the existing commitment to the protection of the environment in the Code of Conduct.	06 / 2015
EN (Environment)	G4-EN23 - Waste	Examination of the avoidance of hazardous waste and / or the proper disposal of it.	05 / 2015
EN (Environment)	G4-EN7 - Reductions in energy requirements of products and services	Continued strengthening of the pilots' awareness about their direct influence on the fuel consumption during flight. Due to the adaptation of standard methods and the use of all possibilities in ensuring a qualitative and safe service, the pilots influence the energy consumption during operational flight.	End 2014
EN (Environment)	G4-EN17 - Other indirect greenhouse gas (GHG) emissions (Scope 3)	Completion of data collection for the indicator "Daily commute of employees to the workplace".	End 2015
EN (Environment)	G4-EN17 - Other indirect greenhouse gas (GHG) emissions (Scope 3)	Completion of data collection to the indicator "Business travel".	End 2015
EN	G4-EN17 - Other	Completion of data collection to the indicator	End

(Environment)	indirect greenhouse gas (GHG) emissions (Scope 3)	"Supplier transport".	2015
LA (Labour Practices and Decent Work)	G4-LA9 – Training and Education per employee	Optimisation and expansion of data collection disaggregated by position and activity.	Mid 2015
Others	Others	Acquisition of new winter service equipment according to ecological criteria of efficiency, to be deployed for the first time this winter (so far: done by Nuremberg airport).	End 2014
Standard Disclosures	G4-24 – Stakeholder groups engaged	Extension of stakeholder engagement during the preparation of the report.	Mid 2015
PR (Product Responsibility)	G4-PR1 – Impacts of products and services on health and safety	The flight crew is the essential factor for a quality-oriented and safe service in all areas of business activities of the organisation. The crew, is however, required at all-time to have a good and full cooperation with all other areas of the organisation (technology, dispatch, Charter and additional sections). This awareness must be more pronounced for all employees and should constantly play a role in the ongoing training of all staff.	End 2014
PR (Product Responsibility)	G4-PR2 - Violation of requirements for products and services	Raising awareness of pilots, that the standards and regulations are the basis for secure and flexible decision-making, while ensuring a quality and secure services in the organisation.	End 2014
SO (Society)	G4-S05 – Corruption cases	Measure on anti-corruption campaign in the organisation will be improved.	07 / 2015
SO (Society)	G4-S08 - Penalties for violations of laws and regulations	Completion of the data collection for the indicator "penalties for violations of laws and regulations".	07 / 2015

GRI-INDEX

This sustainability report has been prepared in accordance with the "In line" option "core" of the GRI sustainability reporting guidelines.

Table 31: Reported standard information

Nr.	Description	Page	Omissions	External Auditor
Strategy and Analysis				
G4-1	Statement from the most senior decision-maker	5		No
Organisational Profile				
G4-3	Name of the Organisation	1		Yes
G4-4	Primary brands, products, and services	6		No
G4-5	Headquarters	6		Yes
G4-6	Countries of key business activities	6, 7		No
G4-7	Nature of ownership and legal form	8		Yes
G4-8	Markets served	8		No
G4-9	Scale of the organisation	8		Yes
G4-10	Total number of employees	8, 9		Yes
G4-11	Percentage of total employees covered by collective bargaining agreements	9		No
G4-12	Description of the organisation's supply chain	9	Due to the wide scope of the supply chain and the associated complex data situation, we were not able to estimate the total number of suppliers in the supply chain. That is why some aspects about the supply chain are not reported on.	Partially
G4-13	Significant changes in the organisation	9		Yes
G4-14	Approaches to the precautionary principle	10		No
G4-15	Supported sustainability charters, principles, or initiatives	10		No
G4-16	Memberships of associations	10		No

Identified Key Aspects and Boundaries				
G4-17	Organisational and Management structure	11		Yes
G4-18	Process for defining report content and delimitation of aspect	11		No
G4-19	Determined significant aspects	12		No
G4-20/21	Significant aspects and delimitation of the aspects within and outside the Organisation	11		No
G4-22	Impact of new forms of information representation	11		No
G4-23	Changes to the report scope	11		No
Stakeholder Engagement				
G4-24	Stakeholder groups engaged	12		No
G4-25	Basis for identification and selection of stakeholders	13		No
G4-26	Approach to stakeholder engagement	13		No
G4-27	Topics and concerns of stakeholder engagement	13		No
Report Profile				
G4-28	Reporting Period	13		No
G4-29	Date of most recent previous report (if any)	2		No
G4-30	Reporting cycle (such as annual, biennial)	2		No
G4-31	Content point for questions regarding the report	2		No
G4-32	GRI INDEX	43-49		No
G4-33	External audit of report	2		No
Governance				
G4-34	Governance structure of the organisation	11		Yes
Ethics and Integrity				
G4-56	Ethics and Integrity	13		No

Tabelle 32: Reported performance indicators

Nr.	Description	Page	Omissions	External Auditor
EC (Economy)				
G4-DMA	Information about the Management Approach of "EC (Economy)"	14		No
Economic Performance				
G4-EC1	Direct economic value generated and distributed	14	So far, our economic company key numbers are not yet available in the required GRI G4 form. We plan therefore a preparation of these numbers for GRI G4.	No
G4-EC2	Report risks and opportunities posed by climate change	14, 15	We can currently not report on internal energy management and a systematic, data-driven analysis of the financial consequences of climate change, since no detailed data is available.	No
Indirect Economic Impacts				
G4-EC7	Development and impact of infrastructure investments and services supported	15, 16		No
G4-EC8	Nature and extent of significant indirect economic impact	16		No
Procurement Practices				
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	16		No
EN (Environment)				
G4-DMA	Information about the management approach of "EN (Environment)"	17		No
Materials				
G4-EN1	Materials used	17		No
Energy				
G4-EN3	Energy consumption within the company	18-20		No
G4-EN5	Energy intensity	20		No
G4-EN6	Reduction of energy consumption	20, 21		No

G4-EN7	Reduction of energy needs for products and services	20-21		No
Water				
G4-EN8	Total volume of water withdrawn	21		No
Biodiversity				
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high bio diversity value outside protected areas	21		No
Emissions				
G4-EN15	Direct Greenhouse Gas (GHG) Emissions (Scope1)	22-24		No
G4-EN16	Energy Indirect Greenhouse Gas (GHG) Emissions (Scope2)	22-24		No
G4-EN17	Other Indirect Greenhouse Gas (GHG) Emissions (Scope3)	22-24		No
G4-EN18	Greenhouse Gas (GHG) Emissions Intensity	24		No
G4-EN19	Reduction of Greenhouse Gas (GHG) Emissions	20		No
G4-EN21	NOx, SOx and other significant air Emissions	24		No
Effluents and Waste				
G4-EN22	Effluents	26		No
G4-EN23	Waste	26, 27		No
G4-EN24	Significant Pollution	27		No
Compliance				
G4-EN29	Sanctions for environmental offenses	27		No
Transport				
G4-EN30	Environmental impacts of transport	28		No
Overall				
G4-EN31	Expenses and investments for environmental protection	28		No
Environmental Grievance Mechanisms				
G4-	Formal grievances about	29		No

EN34	environmental impacts			
LA (Labour practices and decent work)				
G4-DMA	Information about the management approach of "LA (labour practices and decent work)"	30		No
Employment				
G4-LA1	Staff overview and development	30		No
G4-LA2	Company benefits	31		No
Occupational Health and Safety				
G4-LA6	Injuries, occupational diseases, absence	31, 32		Yes
G4-LA7	Diseases related to occupation	32		Yes
Training and Education				
G4-LA9	Training and Education per employee	32	We do not list the training and education hours per employee by employee category, since we do not yet have detailed data.	Partially
Equal Remuneration for Women and Men				
G4-LA13	Ratio of basic salary and remuneration of women to men	33	We cannot currently report on this indicator, because there is still no detailed data available.	No
Labour Practices Grievance Mechanisms				
G4-LA16	Complaints regarding work practices	33		No
HR (Human Rights)				
G4-DMA	Information about the management approach of "HR (human rights)"	34		No
Non-discrimination				
G4-HR3	Incidents of discrimination	34		No
Child Labour				
G4-HR5	Risk of child labour	34		No
Forced or Compulsory Labour				
G4-HR6	Risk of forced or compulsory labour	34		No

Assessment				
G4-HR9	Examination of the business locations for compliance with human rights	34		No
Human Rights Grievance Mechanisms				
G4-HR12	Formal complaints about human rights impact	35		No
SO (Society)				
G4-DMA	Information about the management approach of "SO (Society)"	36		No
Local Communities				
G4-SO2	Negative impacts on local communities	36		No
Anti-corruption				
G4-SO3	Business locations checked for risk related to corruption	36		No
G4-SO4	Communication and training on anti-corruption policies and procedures	37		No
G4-SO5	Confirmed incidents of corruption and actions taken	37		No
Public Policy				
G4-SO6	Total value of political contributions	37		No
Anti-competitive Behaviour				
G4-SO7	Anti-competitive behaviour or anti-trust and monopoly practices	37		No
Compliance				
G4-SO8	Penalties as a result of violations of laws and regulations	37	We cannot currently report on this indicator, because there is still no detailed data available.	No
Grievance Mechanisms for Impacts on Society				
G4-SO11	Complaints in relation to Impacts on society	38		No
PR (Product Responsibility)				
G4-DMA	Information about the management approach of "PR (product responsibility)"	39		No
Customer Health and Safety				

G4-PR1	Impacts of products and services on health and safety	39		No
G4-PR2	Violation of requirements for products and services	39		No
Product and Service Labelling				
G4-PR5	Results of customer satisfaction surveys	39		No
Customer Privacy				
G4-PR8	Complaints in relation to the protection of the privacy of customers	40		No



UN GLOBAL COMPACT “ADVANCED”

Table 33: Reported criteria according to the UN Global Compact Advanced

Nr.	Criterion	Page	GRI	Explanation
1	Anchoring the Global Compact principles into business strategies & operations	5	G4-1	The FAI rent-a-jet Aktiengesellschaft is since 2005 a member of the UN Global Compact, and has used the 10 principles as the core framework for all business strategies and operations.
2	Implementing the Global Compact principles in the value chain	8	G4-9	For 2014 we have set ourselves the goal to communicate guidelines and expectations to our suppliers and other business partners. This is aimed at encouraging them to comply with the 10 UN Global Compact principles. To achieve this we are planning to introduce a supplier code of conduct.
3	Voluntary commitments, strategies, guidelines for the protection of human rights	34	G4-HR-DMA, G4-HR9	Our employees commit themselves by signing their contract of employment to comply with human rights aspects in the form of respect for national traditions as well as political and religious attitudes. We will also aim to create clearer guidelines in 2014 for the protection of human rights and to formulate an appropriate commitment. This is elaborated in more depth in our Code of Conduct.
4	Management systems for the integration of human rights principles	34	G4-HR9	Our main business site has been assessed on the protection of human rights. This assessment is part of our management system. Our management system also ensures that freelancers in our company get introduced to cultural and social aspects.
5	Monitoring and success systems for the integration of human rights principles	35	G4-HR12	The integration of human rights is monitored in the form of a formal complaint procedure in relation to human rights impact.
6	Voluntary commitments, strategies, guidance on labour standards	30-32	G4-LA-DMA, G4-LA2, G4-LA6, G4-LA9	There are clear policies and guidelines in the human resources, ranging from a non-discrimination law to continuous training and operational services.
7	Management systems for the integration of labour standards	33	G4-LA16	People, who want to seek advice or uncover grievances on labour practices, may do so by a formal complaint procedure which is integrated in our company. This ensures the integration of labour standards.
8	Monitoring and success systems for integration of labour standards	33	G4-LA16	There were no incidents of non-compliance with labour standards reported to us during the reporting period through the company's formal complaints procedure.

9	Voluntary commitments, strategies, guidelines on the protection of the environment	17	G4-EN-DMA	For 2014 we have set ourselves the goal to create clear guidelines in relation to the protection of the environment and to formulate an appropriate commitment for the same. This will be explicitly depicted in our Code of Conduct.
10	Management systems for the integration of environmental protection standards	29	G4-EN34	Our management system provides formal complaint procedures in relation to environmental impact in our company. Persons wishing to seek advice in relation to environmental impact or uncover abuses can do so with the help of this formal complaint procedure. This ensures the integration of environmental protection standards.
11	Monitoring and success systems for the implementation of environmental standards	29	G4-EN34	No incidents of non-compliance with environmental standards in our company were reported during the reporting period through our formal complaint process.
12	Voluntary commitments, strategies, guidelines on anti-corruption	36	G4-SO-DMA	We set ourselves the goal for 2014 to communicate our commitment to zero tolerance of corruption. To achieve this, we will publish our Code of Conduct, which exclusively explains our commitment to zero tolerance of corruption, on the internet and thus make it accessible to different stakeholders and to the public.
13	Management systems for the integration of anti-corruption	38	G4-SO11	Our management system provides formal complaint procedures in relation to social impact in our company. Persons wishing to seek advice in relation to social impact or uncover abuses or corruption cases can do so with the help of this formal complaint procedure. This ensures the integration of anti-corruption measure in the organisation.
14	Management systems for the integration of anti-corruption	38	G4-SO11	No incidents were reported during the period under review through our formal complaint process in regard to corruption in our company.
15	Company commitment to UN goals and tasks	15, 16	G4-EC7	As a logistics service provider, we have been working for many years for the United Nations in Africa. Thus we support targeted health preventive activities and contribute to the fulfilment of the UN goals and tasks.
16	Strategische soziale Investitionen und Philanthropie	15, 16	G4-EC7	Through donations amounting to 70,000 EUR our company has been able to ensure the continued existence and expansion of two clinics in Senegal. This project promotes the safeguarding of global health care and is therefore directly related to the core competencies of our company that performs international ambulance services regularly.
17	Involvement in politics and interests	36	G4-SO-DMA	If the board does not itself participate in the annual meetings of the German Global Compact

	representation			Network, a company representative is sent to attend the meeting.
18	Partnerships and joint initiatives	15, 16	G4-EC7	Since 2010, FAI supported jointly with UNESCO continuously a hospital project in Senegal.
19	Support and leadership from the Chief Executive	5	G4-1	The CEO of our company has explicitly and publicly taken position that the FAI rent-a-jet Aktiengesellschaft is member of the Global Compact of the United Nations has consistently implemented the ten principles since 2006 in all locations worldwide.
20	Acceptance and monitoring of the Supervisory Board	5	G4-1	The Supervisory Board of our company takes responsibility and oversight for the long-term strategy and performance regarding company sustainability. It has publicly reaffirmed its commitment through the sustainability report of FAI rent-a-jet Aktiengesellschaft in 2014.
21	Dialogue with stakeholders	5	G4-1	Our company is aware of its responsibility its impact on internal and external stakeholders. The organisation reaffirms this, through its publication of the sustainability report of FAI rent-a-jet Aktiengesellschaft in 2014.

