

GRI-G4
CONTENT INDEX

ABOUT THE GRI-G4 CONTENT INDEX

GRI | [Global Reporting Index]

The 2014 TAKKT Sustainability Report was created in accordance with the guidelines and principles of the Global Reporting Initiative (GRI).

The following GRI-G4 Content Index documents where disclosures related to each of the GRI requirements can be found within the 2014 TAKKT Sustainability Report. The GRI-G4 Content Index also forms the basis for the Communication on Progress (COP) as part of TAKKT's membership in the Global Compact Initiative of the United Nations, together with the 2015 TAKKT Sustainability Update and the 2014 TAKKT Annual Report.

The corresponding references are listed in the column "Global Compact Advanced Level Criteria" of the GRI-G4 Content Index.



GRI-G4 ONLINE-REPORT
TAKKT.DE/SR2014

TABLE:

	partially reported		completely reported	[nc]	not relevant	[nea]	no external assurance
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GRI-G4 CONTENT INDEX					SR 2014
GLOBAL COMPACT ADVANCED LEVEL CRITERIA	GRI INDICATOR	LINK	REPORTED	EXTERNAL ASSURANCE	
STRATEGY AND ANALYSIS					
19	64-1 Statement from the most senior decision-maker	CEO Letter		[nea]	
19	64-2 Description of key impacts, risks, and opportunities	TAKKT Annual Report 2014 p. 72ff.		[nea]	
ORGANIZATIONAL PROFILE					
	64-3 Name of the organization	TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]	
	64-4 Primary brands, products and/or services	TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]	
	64-5 Location of organization's headquarters	TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]	
	64-6 Countries of significant operations	TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]	
	64-7 Nature of ownership and legal form	TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]	
	64-8 Markets served	TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]	
	64-9 Scale of organization	TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]	
	64-10 Employee key figures	TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]	
	64-11 Collective bargaining agreements	TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]	

ORGANIZATIONAL PROFILE					
2	64-12 Description of supply chain	TAKKT Annual Report 2014 p. 36ff.		[nea]	
	64-13 Significant changes during reporting period regarding size, structure, or ownership	TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]	
	64-14 Precautionary approach or principle	TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]	
19-19	64-15 Subscribed or endorsed external charters, principles or initiatives	TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]	
17	64-16 Membership of associations	TAKKT.DE/SR14/ORGANIZATIONAL_PROFILE		[nea]	
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES					
	64-17 Entities included in financial statement	TAKKT.DE/SR14/ASPECTS_AND_BOUNDARIES		[nea]	
15;18	64-18 Report content and boundaries	TAKKT.DE/SR14/ASPECTS_AND_BOUNDARIES		[nea]	
	64-19 Material aspects	TAKKT.DE/SR14/ASPECTS_AND_BOUNDARIES		[nea]	
	64-20 Boundaries for material aspects within organization	TAKKT.DE/SR14/ASPECTS_AND_BOUNDARIES		[nea]	
	64-21 Boundaries for material aspects outside organization	TAKKT.DE/SR14/ASPECTS_AND_BOUNDARIES		[nea]	
	64-22 Effects of any re-statements of information provided in earlier reports	TAKKT.DE/SR14/ASPECTS_AND_BOUNDARIES		[nea]	
	64-23 Significant changes from previous reporting periods in the scope and aspect boundaries or applied standards	TAKKT.DE/SR14/ASPECTS_AND_BOUNDARIES		[nea]	
STAKEHOLDER ENGAGEMENT					
21	64-24 List of stakeholder groups	TAKKT.DE/SR14/STAKEHOLDER_ENGAGEMENT		[nea]	
21	64-25 Identification and selection of stakeholders	TAKKT.DE/SR14/STAKEHOLDER_ENGAGEMENT		[nea]	

STAKEHOLDER ENGAGEMENT					
21	64-26 Stakeholder engagement	TAKKT.DE/SR14/STAKEHOLDER_ENGAGEMENT		[nea]	
21	64-27 Key topics and concerns raised through stakeholder engagement	TAKKT.DE/SR14/STAKEHOLDER_ENGAGEMENT		[nea]	
REPORT PROFILE					
	64-28 Reporting Period	TAKKT.DE/SR14/REPORT_PROFILE		[nea]	
	64-29 Date of most recent previous report	TAKKT.DE/SR14/REPORT_PROFILE		[nea]	
	64-30 Reporting Cycle	TAKKT.DE/SR14/REPORT_PROFILE		[nea]	
	64-31 Contact point for questions regarding the report or its contents	TAKKT.DE/SR14/REPORT_PROFILE		[nea]	
	64-32 "In accordance" option chosen	TAKKT.DE/SR14/REPORT_PROFILE		[nea]	
	64-33 External assurance	TAKKT.DE/SR14/REPORT_PROFILE		[nea]	
GOVERNANCE					
	64-34 Governance structure	TAKKT.DE/SR14/GOVERNANCE		[nea]	
1	64-35 Process for delegating authority	TAKKT Annual Report 2014 p. 85ff.		[nea]	
1;20	64-36 Responsibility for economic, environmental and social topics in the highest governance body	TAKKT.DE/SR14/GOVERNANCE		[nea]	
	64-37 Consultation between external stakeholders and highest governance body	TAKKT.DE/SR14/GOVERNANCE		[nea]	
	64-38 Composition of highest governance body	TAKKT.DE/SR14/GOVERNANCE		[nea]	
	64-39 Chair of highest governance body	TAKKT.DE/SR14/GOVERNANCE		[nea]	
	64-40 Nomination and selection process for highest governance body	TAKKT.DE/SR14/GOVERNANCE		[nea]	

GOVERNANCE					
2	64-41 Avoidance of conflict of interests in the highest governance body	TAKKT Annual Report 2014 p. 155ff.		[nea]	
1	64-42 Highest governance body's role in setting strategy	TAKKT Annual Report 2014 p. 85ff.		[nea]	
	64-43 Measures taken to enhance the highest governance body's knowledge about sustainability	TAKKT.DE/SR14/GOVERNANCE		[nea]	
	64-44 Performance evaluation of the highest governance body	TAKKT.DE/SR14/GOVERNANCE		[nea]	
	64-45 Highest governance body's role in the identification and management of risks	TAKKT.DE/SR14/GOVERNANCE		[nea]	
	64-46 Highest governance body's role in reviewing the effectiveness of the organization's risk management processes	TAKKT.DE/SR14/GOVERNANCE		[nea]	
	64-47 Frequency of the highest governance body's review of risks	TAKKT.DE/SR14/GOVERNANCE		[nea]	
1;20	64-48 Highest body that approves sustainability report	TAKKT.DE/SR14/GOVERNANCE		[nea]	
1	64-49 Process for reporting critical concerns to highest body	TAKKT.DE/SR14/GOVERNANCE		[nea]	
	64-50 Nature and number of concerns reported in the period	TAKKT.DE/SR14/GOVERNANCE		[nea]	
	64-51 Remuneration policy	TAKKT.DE/SR14/GOVERNANCE		[nea]	
	64-52 Process for determining remuneration	TAKKT.DE/SR14/GOVERNANCE		[nea]	
	64-53 Stakeholder engagement determining remuneration	TAKKT.DE/SR14/GOVERNANCE		[nea]	
	64-54 Ratio of annual compensation	TAKKT.DE/SR14/GOVERNANCE	[nc]	[nea]	
	64-55 Percentage increase of annual compensation	TAKKT.DE/SR14/GOVERNANCE	[nc]	[nea]	

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

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

■ ENVIRONMENTAL				
	G4-EN14 Total number protected species in areas affected by operations	TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)
11	G4-EN15 Direct greenhouse gas emissions (Scope 1)	TAKKT.DE/SR14/ENVIRONMENTAL		(nea)
11	G4-EN16 Indirect greenhouse gas emissions (Scope 2)	TAKKT.DE/SR14/ENVIRONMENTAL		(nea)
11	G4-EN17 Other indirect greenhouse gas emissions (Scope 3)	TAKKT.DE/SR14/ENVIRONMENTAL		(nea)
11	G4-EN18 Greenhouse gas emissions intensity	TAKKT.DE/SR14/ENVIRONMENTAL		(nea)
11	G4-EN19 Reduction of greenhouse gas emissions	TAKKT.DE/SR14/ENVIRONMENTAL		(nea)
	G4-EN20 Emissions of ozone-depleting substances	TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)
	G4-EN21 NOx, SOx, and other significant air emissions	TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)
	G4-EN22 Total water discharge	TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)
11	G4-EN23 Total weight of waste	TAKKT.DE/SR14/ENVIRONMENTAL		(nea)
11	G4-EN24 Total number and volume of significant spills	TAKKT.DE/SR14/ENVIRONMENTAL		(nea)
	G4-EN25 Weight waste under the terms of the Basel Convention	TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)
	G4-EN26 Identity of water bodies significantly affected by the organization's discharges of water and runoff	TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)
	G4-EN27 Extent of impact mitigation of environmental impacts of products and services	TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)
	G4-EN28 Percentage of products sold and their packaging materials that are reclaimed by category	TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)
11	G4-EN29 Monetary value of significant fines for non-compliance with environmental laws and regulations	TAKKT.DE/SR14/ENVIRONMENTAL		(nea)
10	G4-EN30 Significant environmental impacts of transport	TAKKT.DE/SR14/ENVIRONMENTAL		(nea)
	G4-EN31 Total environmental protection expenditures and investments	TAKKT.DE/SR14/ENVIRONMENTAL	(nc)	(nea)

■ ENVIRONMENTAL				
2;9;11	G4-EN32 Percentage of new suppliers that were screened using environmental criteria	TAKKT.DE/SR14/ENVIRONMENTAL		(nea)
2;9-11	G4-EN33 Significant actual and potential negative environmental impacts in the supply chain and actions taken	TAKKT.DE/SR14/ENVIRONMENTAL		(nea)
10;11	G4-EN34 Number of grievances about environmental impacts	TAKKT.DE/SR14/ENVIRONMENTAL		(nea)
■ SOCIAL: LABOR				
8	G4-LA1 New employee hires and employee turnover	TAKKT Annual Report 2014 p. 50ff.		(nea)
	G4-LA2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	TAKKT.DE/SR14/LABOR		(nea)
	G4-LA3 Return to work and retention rates after parental leave	TAKKT.DE/SR14/LABOR		(nea)
	G4-LA4 Minimum notice periods regarding operational changes	TAKKT.DE/SR14/LABOR		(nea)
7	G4-LA5 Formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	TAKKT.DE/SR14/LABOR		(nea)
2;8	G4-LA6 Type of injury and rates of injury in the organization	TAKKT.DE/SR14/LABOR		(nea)
	G4-LA7 Workers with high incidence or high risk of diseases related to their occupation	TAKKT.DE/SR14/LABOR		(nea)
	G4-LA8 Health and safety topics covered in formal agreements with trade unions	TAKKT.DE/SR14/LABOR		(nea)
7	G4-LA9 Average hours of training per year per employee by gender, and by employee category	TAKKT.DE/SR14/LABOR		(nea)
7	G4-LA10 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	TAKKT.DE/SR14/LABOR		(nea)
8	G4-LA11 Percentage of employees receiving regular performance and career development reviews	TAKKT.DE/SR14/LABOR		(nea)

■ SOCIAL: LABOR				
8	G4-LA12 Composition of governance bodies and breakdown of employees according to gender and age group	TAKKT.DE/SR14/LABOR		(nea)
	G4-LA13 Ratio of basic salary and remuneration of women to men	TAKKT.DE/SR14/LABOR	(nc)	(nea)
2;7;8	G4-LA14 Percentage of new suppliers that were screened using labor practices criteria	TAKKT.DE/SR14/LABOR		(nea)
2;6-7	G4-LA15 Significant actual and potential negative impacts for labor practices in the supply chain	TAKKT.DE/SR14/LABOR		(nea)
7	G4-LA16 Number of grievances about labor practices	TAKKT.DE/SR14/LABOR		(nea)
■ SOCIAL: HUMAN RIGHTS				
	G4-HR1 Significant investment agreements that underwent human rights screening	TAKKT.DE/SR14/HUMAN_RIGHTS	(nc)	(nea)
	G4-HR2 Total hours of employee training on human rights	TAKKT.DE/SR14/HUMAN_RIGHTS	(nc)	(nea)
5	G4-HR3 Total number of incidents of discrimination and corrective actions taken	TAKKT.DE/SR14/HUMAN_RIGHTS		(nea)
2;5	G4-HR4 Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	TAKKT.DE/SR14/HUMAN_RIGHTS		(nea)
5	G4-HR5 Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	TAKKT.DE/SR14/HUMAN_RIGHTS		(nea)
2;5	G4-HR6 Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	TAKKT.DE/SR14/HUMAN_RIGHTS		(nea)
	G4-HR7 Percentage of security personnel trained	TAKKT.DE/SR14/HUMAN_RIGHTS	(nc)	(nea)

■ SOCIAL: HUMAN RIGHTS				
4	G4-HR8 Total number of incidents of violations involving rights of indigenous peoples	TAKKT.DE/SR14/HUMAN_RIGHTS	(nc)	(nea)
4	G4-HR9 Total number and percentage of operations that have been subject to human rights reviews	TAKKT.DE/SR14/HUMAN_RIGHTS	(nc)	(nea)
2;4-5	G4-HR10 Percentage of new suppliers that were screened using human rights criteria	TAKKT.DE/SR14/HUMAN_RIGHTS		(nea)
5	G4-HR11 Significant actual and potential negative human rights impacts in the supply chain	TAKKT.DE/SR14/HUMAN_RIGHTS		(nea)
5	G4-HR12 Number of grievances about human rights impacts	TAKKT.DE/SR14/HUMAN_RIGHTS		(nea)
■ SOCIAL: SOCIETY				
	G4-SO1 Local community engagement at significant locations of operations	TAKKT.DE/SR14/SOCIETY		(nea)
	G4-SO2 Significant impacts of operations on local communities	TAKKT.DE/SR14/SOCIETY		(nea)
13	G4-SO3 Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	TAKKT.DE/SR14/SOCIETY		(nea)
13	G4-SO4 Communication and training on anti-corruption policies and procedures	TAKKT.DE/SR14/SOCIETY		(nea)
14	G4-SO5 Confirmed incidents of corruption and actions taken	TAKKT.DE/SR14/SOCIETY		(nea)
	G4-SO6 Total value of political contributions	TAKKT.DE/SR14/SOCIETY		(nea)
	G4-SO7 Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	TAKKT.DE/SR14/SOCIETY		(nea)
	G4-SO8 Monetary value of significant fines for non-compliance with laws and regulations	TAKKT.DE/SR14/SOCIETY		(nea)

■ SOCIAL: SOCIETY				
2	G4-SO9 Percentage of new suppliers that were screened using criteria for impacts on society	TAKKT.DE/SR14/SOCIETY		(nea)
2	G4-SO10 Significant actual and potential negative impacts on society in the supply chain and actions taken	TAKKT.DE/SR14/SOCIETY		(nea)
	G4-SO11 Number of grievances about impacts on society	TAKKT.DE/SR14/SOCIETY		(nea)
■ SOCIAL: PRODUCT RESPONSIBILITY				
	G4-PR1 Product and service categories for which health and safety impacts are assessed	TAKKT.DE/SR14/PRODUCT_RESPONSIBILITY	(nc)	(nea)
	G4-PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services	TAKKT.DE/SR14/PRODUCT_RESPONSIBILITY		(nea)
	G4-PR3 Product and service information	TAKKT.DE/SR14/PRODUCT_RESPONSIBILITY		(nea)
	G4-PR4 Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling	TAKKT.DE/SR14/PRODUCT_RESPONSIBILITY		(nea)
	G4-PR5 Results of surveys measuring customer satisfaction	TAKKT.DE/SR14/PRODUCT_RESPONSIBILITY		(nea)
	G4-PR6 Sale of banned or disputed products	TAKKT.DE/SR14/PRODUCT_RESPONSIBILITY		(nea)
	G4-PR7 Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications	TAKKT.DE/SR14/PRODUCT_RESPONSIBILITY		(nea)
	G4-PR8 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	TAKKT.DE/SR14/PRODUCT_RESPONSIBILITY		(nea)
	G4-PR9 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	TAKKT.DE/SR14/PRODUCT_RESPONSIBILITY		(nea)