

# GRI TABLE SHOWING THE REPORTING ON PFA PENSIONS CORPORATE RESPONSIBILITY 2014

PFA Holding Annual Report 2014, the PFA Report on Corporate Responsibility, initiatives and results including appendices and the corporate responsibility sites at pfa.dk form the basis for PFA's corporate responsibility reporting 2014. The starting point for PFA's reporting is the GRI guidelines including the Financial Service Supplement. The references in the table below include both the GRI indicators as well as the UN Global Compact principles.

## 1. ORGANISATION & STRATEGY

| GRI | Description | UNGC | reference |
|-----|-------------|------|-----------|
|-----|-------------|------|-----------|

### Profile

|     |  |  |                              |
|-----|--|--|------------------------------|
| 1.1 | Statement from management (CEO)                      |  | Annual Report and CSR Report |
| 1.2 | Descriptions of key impacts, risks and opportunities |  | CSR report                   |

### Organisational profile

|      |   |  |                              |
|------|---|--|------------------------------|
| 2.1  | Name of reporting organisation                              |  | CSR Report                   |
| 2.2  | Primary products and services                               |  | Annual Report and CSR Report |
| 2.3  | Operational structure of the organisation                   |  | Annual Report and CSR Report |
| 2.4  | Location of the organisation's headquarters                 |  | CSR Report                   |
| 2.5  | Geographical areas in which the company operates            |  | CSR Report                   |
| 2.6  | Ownership and legal form                                    |  | Annual Report and CSR Report |
| 2.7  | Description of markets in which the company operates        |  | Annual Report                |
| 2.8  | Scale of the reporting organisation                         |  | CSR Report                   |
| 2.9  | Significant changes during the reporting period             |  | Annual Report                |
| 2.10 | Awards received by the organisation in the reporting period |  | Annual Report and CSR Report |

### Reporting parameters

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

| GRI | Beskrivelse | UNGC | Henvisning |
|-----|-------------|------|------------|
|-----|-------------|------|------------|

## Governance, Commitments and Engagements

|      |  |      |                              |
|------|--|------|------------------------------|
| 4.1  | Governance structure of the organisation   | 1-10 | Annual Report                |
| 4.2  | Description of whether the Chairman of the Supervisory Board is also a member of the Management  | 1-10 | Annual Report                |
| 4.3  | The number of independent members of the Supervisory Board   | 1-10 | Annual Report                |
| 4.4  | Mechanisms for shareholders and employees to provide recommendations or directions to the Supervisory Board  | 1-10 | Pfa.dk                       |
| 4.8  | Internally developed policies, codes of conduct, and principles relevant to economic, environmental, and social performance                                  | 1-10 | Annual Report and CSR Report |
| 4.9  | Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance |      | Annual Report and CSR Report |
| 4.12 | External principles or initiatives to which the organisation subscribes or endorses  | 1-10 | CSR Report and pfa.dk        |
| 4.13 | Memberships in industry associations and advocacy organisations  |      | pfa.dk                       |
| 4.14 | List of the company's stakeholder groups   |      | Pfa.dk                       |
| 4.17 | Key topics that have been raised through stakeholder engagement and the company's response   |      | CSR Report and pfa.dk        |

## 2. FINANSIAL SERVICES SECTOR SUPPLEMENT – FS55

|      |  |  |                       |
|------|--|--|-----------------------|
| FS1  | Policies with specific environmental and social components applied to business lines.  |  | CSR Report and pfa.dk |
| FS2  | Procedures for assessing and screening environmental and social risks in business lines.   |  | CSR Report and pfa.dk |
| FS5  | Interactions with clients/investees/business partners regarding environmental and social risks and opportunities.  |  | CSR Report and pfa.dk |
| FS10 | Percentage and number of companies held in the institution's portfolio with which the reporting organisation has interacted on environmental or social issues.     |  | CSR Report and pfa.dk |
| FS11 | Percentage of assets subject to positive and negative environmental or social screening.   |  | CSR Report and pfa.dk |
| FS12 | Voting policy(ies) applied to environmental or social issues for shares over which the reporting organisation holds the right to vote shares or advises on voting. |  | CSR Report and pfa.dk |

## 3. ECONOMIC

### Economic

|     |  |   |                              |
|-----|--|---|------------------------------|
| EC1 | Direct economic value generated and distributed, including revenues, operating costs, employee remuneration, donations and other community investments, retained earnings, and payments to capital providers and the government. |   | Annual Report and CSR Report |
| EC2 | Financial implications and other risks and opportunities for the organisation's activities due to climate change.  | 7 | CSR Report                   |
| EC4 | Significant financial assistance received from government  |   | None                         |

| GRI | Beskrivelse | UNGC | Henvisning |
|-----|-------------|------|------------|
|-----|-------------|------|------------|

### Indirect Economic Impacts

|     |   |  |                              |
|-----|---|--|------------------------------|
| EC9 | Understanding and describing significant indirect economic impacts, including the extent of impacts |  | Annual report and CSR Report |
|-----|---|--|------------------------------|

## 4. ENVIRONMENT

| GRI | Description | UNGC | Reference | Comments |
|-----|-------------|------|-----------|----------|
|-----|-------------|------|-----------|----------|

### Materials

|     |   |     |            |        |
|-----|---|-----|------------|--------|
| EN1 | Materials used by weight or volume.                             | 8   | CSR Report | Partly |
| EN2 | Percentage of materials used that are recycled input materials. | 8,9 | CSR Report | Partly |

### Energy

|     |  |     |            |  |
|-----|--|-----|------------|--|
| EN3 | Direct energy consumption by primary energy source.  | 8   | CSR Report |  |
| EN4 | Indirect energy consumption by primary source.   | 8,9 | CSR Report |  |
| EN5 | Energy saved due to conservation and efficiency improvements.  | 8,9 | CSR Report |  |
| EN6 | Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives. | 8,9 | CSR Report |  |
| EN7 | Initiatives to reduce indirect energy consumption and reductions achieved.   | 8,9 | CSR Report |  |

### Water

|     |                                   |   |  |  |
|-----|-----------------------------------|---|--|--|
| EN8 | Total water withdrawal by source. | 8 |  | PFA monitors the-headquarters' water consumption from the municipality water supply. |
|-----|-----------------------------------|---|--|--|

### Emissions, effluents and waste

|      |   |     |                                  |  |
|------|---|-----|----------------------------------|--|
| EN16 | Total direct and indirect greenhouse gas emissions by weight.   | 8   | CSR Report                       |  |
| EN18 | Initiatives to reduce greenhouse gas emissions and reductions achieved.   | 8-9 | Appendix Environmental Reporting |  |
| EN20 | NOx, SOx, and other significant air emissions by type and weight.   | 8   |                                  | PFA determines emissions in CO2.                                   |
| EN23 | Total number and volume of significant spills.  | 8   |                                  | No spills  |
| EN24 | Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped. | 8   |                                  | PFA does not use any chemicals that could be considered dangerous. |

### Products and services

|      |  |     |                       |  |
|------|--|-----|-----------------------|--|
| EN26 | Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. | 7,9 | CSR Report and pfa.dk |  |
|------|--|-----|-----------------------|--|

| GRI | Description | UNGC | Reference | Comments |
|-----|-------------|------|-----------|----------|
|-----|-------------|------|-----------|----------|

### Transport and overall

|      |   |   |  |   |
|------|---|---|--|---|
| EN28 | Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations.                                   | 8 |  | PFA has not received any fines, significant or insignificant. |
| EN29 | Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce. | 8 |  | PFA works to reduce CO2-emissions from transport              |

## 5. PRODUCT RESPONSIBILITY

| GRI | Description | UNGC | reference |
|-----|-------------|------|-----------|
|-----|-------------|------|-----------|

### Customer health and safety

|     |  |   |            |
|-----|--|---|------------|
| PR1 | Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures. | 1 | CSR Report |
|-----|--|---|------------|

### Product and service labelling

|     |   |  |            |
|-----|---|--|------------|
| PR4 | Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes |  | CSR Report |
| PR5 | Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.   |  | CSR Report |

### Marketing communications

|     |  |  |                                      |
|-----|--|--|--------------------------------------|
| PR6 | Programs for adherence to laws, standards and voluntary codes related to marketing communications, including results of surveys measuring customer satisfaction. |  | Annual Report, CSR report and pfa.dk |
|-----|--|--|--------------------------------------|

### Compliance

|     |   |  |   |
|-----|---|--|---|
| PR9 | Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services |  | Annual Report, no fines have been imposed |
|-----|---|--|---|

## 6. LABOUR RELATIONS

| GRI | Description | UNGC | Reference | Comments |
|-----|-------------|------|-----------|----------|
|-----|-------------|------|-----------|----------|

### Employment

|     |  |   |            |                 |
|-----|--|---|------------|-----------------|
| LA1 | Total workforce by employment type, employment contract, and region.         |   | CSR Report | Partly reported |
| LA2 | Total number and rate of employee turnover by age group, gender, and region. | 6 | CSR Report | Partly reported |
| LA3 | Benefits only provided to full-time employees.                               |   | Pfa.dk     |                 |

| GRI | Description | UNGC | Reference | Comments |
|-----|-------------|------|-----------|----------|
|-----|-------------|------|-----------|----------|

### Labour/management relations

|     |   |     |              |  |
|-----|---|-----|--------------|--|
| LA4 | Benefits only provided to full-time employees.  | 1,3 | Not reported | 75 % of all employees are covered by a collective agreement or a local agreement.  |
| LA5 | Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements. |     | Not reported | Any increase in working hours is made by three months' notice. If PFA wants to change the office working hours, this must be done at four weeks' notice. Employees covered under a collective agreement and other employees employed on a permanent basis have a period of notice ranging from 3-9 months. |

### Occupational health and safety

|     |   |   |                              |   |
|-----|---|---|------------------------------|---|
| LA6 | Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs. | 1 | Not reported                 | All employees are represented via the occupational health and safety committee.   |
| LA7 | Rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities by region.   | 1 | CSR Report                   | Partly reported   |
| LA8 | Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.    | 1 | Annual Report and CSR Report | Partly reported   |
| LA9 | Health and safety topics covered in formal agreements with trade unions.  | 1 | Not reported                 | Occupational health and safety topics are subject to Danish legislation. The results of the workplace assessment 2014 are included in the CSR report. |

### Training and education

|      |  |  |            |                 |
|------|--|--|------------|-----------------|
| LA11 | Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. |  | CSR Report |                 |
| LA12 | Percentage of employees receiving regular performance and career development reviews.  |  | CSR Report | Partly reported |

### Diversity and equal opportunity

|      |  |     |                              |                 |
|------|--|-----|------------------------------|-----------------|
| LA13 | Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity. | 1,6 | Annual Report and CSR Report | Partly reported |
|------|--|-----|------------------------------|-----------------|

|      |   |     |              |   |
|------|---|-----|--------------|---|
| LA14 | Ratio of basic salary of men to women by employee category. | 1,6 | Not reported | The Act on equal salary determines the principles on equal work and requires that equal salary statistical data is prepared. At PFA, every year equal salary statistical data is prepared and subject to discussion at the workplace committee. |
|------|---|-----|--------------|---|

## 7. HUMAN RIGHTS

| GRI | Description | UNGC | Reference | Comments |
|-----|-------------|------|-----------|----------|
|-----|-------------|------|-----------|----------|

### Investment and procurement practices

|     |   |     |                       |   |
|-----|---|-----|-----------------------|---|
| HR1 | Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening. | 1-6 | CSR Report and PFA.dk |   |
| HR2 | Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.                              | 1-6 | CSR Report and PFA.dk | A list of demands to comply with PFA's CSR policy is incorporated into PFA's supplier contracts. The objective is to promote UNGC's principles. |

### Non-discrimination

|     |  |       |              |   |
|-----|--|-------|--------------|---|
| HR4 | Total number of incidents of discrimination and actions taken. | 1,2,6 | Not reported | PFA has not recorded any incidents of discrimination. |
|-----|--|-------|--------------|---|

### Freedom of association and collective bargaining

|     |  |       |              |  |
|-----|--|-------|--------------|--|
| HR5 | Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights. | 1,2,3 | Not reported | PFA cooperates with PFAP, a division of DFL, on a daily basis.<br><br>Employees are covered under the collective bargaining agreements within FASOR and FOROM respectively. Employees employed on an individual basis are not covered by a collective agreement, but they negotiate their own contracts. |
|-----|--|-------|--------------|--|

### Child labour

|     |   |       |              |   |
|-----|---|-------|--------------|---|
| HR6 | Operations identified as having significant risk of incidents of child labour, and measures taken to contribute to the elimination of child labour. | 1,2,5 | Not reported | PFA complies with the Danish Health and Safety at Work Act in which the guidelines regarding employment of children and young people are described. This means that PFA does not employ children. PFA wish to have an impact and promote the abolition of child Labour, therefore this element is included in our responsible investments guidelines. |
|-----|---|-------|--------------|---|

### Forced and compulsory labour

|     |   |       |              |  |
|-----|---|-------|--------------|--|
| HR7 | Operations identified as having significant risk of incidents of forced or compulsory labour, and measures taken to contribute to the elimination of forced or compulsory labour. | 1,2,4 | Not reported | PFA has no activities with elements of forced or compulsory labour or any risks related to this. As PFA wishes to have an impact and promote the abolition of forced or compulsory labour, this element is included in our responsible investments guidelines. |
|-----|---|-------|--------------|--|

## 8. SOCIETY

| GRI | Description | UNGC | Henvisning |
|-----|-------------|------|------------|
|-----|-------------|------|------------|

### Corruption

|     |   |    |   |
|-----|---|----|---|
| SO2 | Percentage and total number of business units analyzed for risks related to corruption    | 10 | Not reported  |
| SO3 | Percentage of employees trained in organisation's anti-corruption policies and procedures | 10 | All PFA employees are informed about PFA's policies, which are also available on PFA's intranet |
| SO4 | Actions taken in response to incidents of corruption.                                     | 10 | CSR Report  |

### Public policy

|     |  |      |                       |
|-----|--|------|-----------------------|
| SO5 | Public policy positions and participation in public policy development and lobbying. | 1-10 | CSR Report and pfa.dk |
|-----|--|------|-----------------------|

### Anti-competitive behaviour

|     |   |  |           |
|-----|---|--|-----------|
| SO8 | Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations. |  | No fines. |
|-----|---|--|-----------|

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