



Sustainability Report 2015

FAI rent-a-jet Aktiengesellschaft



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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 information presented in this report covers the calendar year as from 1 January 2014 to 31 December 2014. The last sustainability report was published in 2014. The report is published on an annually.
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 will presumably engage him with the audit of the forthcoming sustainability report.

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Standard Disclosures

Strategy and Analysis

G4-1 Statement from the most senior decision maker of the organization

Dear Readers,

The FAI Group with FAI rent-a-jet Aktiengesellschaft is 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.

Our fleet consists of 20 jets (status: 31 December 2014) including Learjet 35/40/55/60, Challenger 604, Global Express, and Falcon 7X. FAI employs more than 200 staff members from 23 different countries. Besides the headquarters at Nuremberg Airport (EDDN), FAI operates stations in Miami, Dubai, Kabul, Juba, Abidjan, Bamako, Erbil, Baghdad, Dakar and Tripoli.

In 2014, the sales amounted to approx. EUR 73 m. Another record year in the history of the Company.

Only three years after the successful opening of Hangar 6 we completed Hangar 7 and increased our hangar capacity up to 6,000 m². With a total floor space of more than 9,000 m², our company premise is one of the largest general aviation FBOs in Germany.

In addition to our already fully solar-powered Hangar 6 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. As from 2014, we will compensate 537 t of our CO₂ emissions through an interesting VER Gold Standard sustainability project in Turkey. 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. Together with our staff 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, labor standards, environment and anti-corruption, that FAI rent-a-jet Aktiengesellschaft signed in 2006, are the guidelines which we since then implemented consistently 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

UN Global Compact Statement of Continuous Support

Since 6 July 2005 we are an active member of the UN Global Compact and make continuously efforts towards sustainable development of our Company. By joining the UN Global Compact we have committed to comply with the 10 Principles of the UN Global Compact and the UN Guiding Principles on Business and Human Rights. We are supporting for instance the respect for internationally accepted human rights and the prohibition of discrimination in employment and occupation.

Organizational Profile



G4-3 Name of the organization

FAI rent-a-jet Aktiengesellschaft

G4-4 Primary brands, products, and/or services

Table 1: Brands, products and services

Brand / Product / Service	Description
Executive Jet Charter	A product for business people and other VIPs demanding a high degree of flexibility.
Air Ambulance	Worldwide transportation of patients in medical emergencies, which either cannot be attained by an ambulance or if the patient is very far away and the repatriation by air transport is the most efficient way.
Special Logistics	Logistical support to public authorities and non-governmental organizations, e.g. in peacekeeping operations
Aircraft Leasing	Leasing of aircraft.
Aircraft Maintenance	Maintenance of Business-Jets
Aircraft Trade	Purchase and sale of aircraft

G4-5 Headquarters

Flughafenstraße 124
90411 Nuremberg
Germany

G4-6 Countries of significant operations

Our organization is active in 10 countries.

Table 2: Countries of operations

Country	Main operations
Germany	Leasing, maintenance and refurbishment of business jets
United Arab Emirates	Aircraft sales, leasing and management Liaison in Dubai, office/representation Middle-East
Senegal	Station for UNOWA, Senegal
Cote d'Ivoire	Station for ONUCI, Abidjan
Afghanistan	Station for UNAMA, Kabul
Mali	Station for MINUSMA, Bamako
South Sudan	Station for UNMISS, Juba
Iraq	Station for UNAMI, Baghdad + Erbil
Libya	Station for UNSMIL, Tripoli
United States of America	Procurement office, spare parts

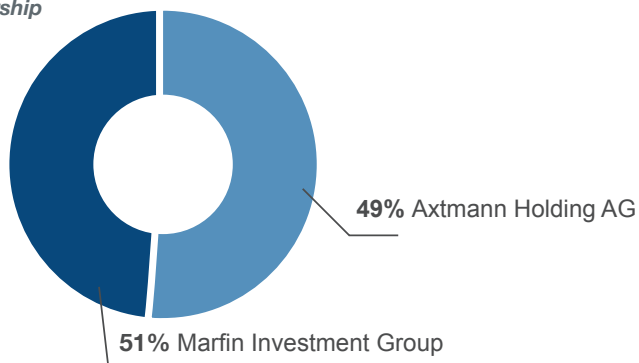
Countries of key business activities:

FAI operates in 10 countries and has a sales office in Dubai (UAE). However, in the report - due to its size - only the headquarters Nuremberg is relevant. The different outstations do not constitute independent branches.

G4-7 Nature of ownership and legal form

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

Nature of ownership



G4-8 Markets served

Table 3: Markets broken down by regions, sectors served, customer base and sales

Area	Sector(s) served	Types of customers / beneficiaries	Percentage of total sales accounted for by this market
Europe	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations, hospitals, corporate clients, private clients	Intensive care patients	41%
USA, Canada, Greenland	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations, hospitals, corporate clients, private clients	Intensive care patients	4%
Central-, South-America, The Caribbean	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations, hospitals, corporate clients, private clients	Intensive care patients	2%
North-Africa	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations, hospitals, corporate clients, private clients	Intensive care patients	7%
West-, Central-, East-Africa	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations, hospitals, corporate clients, private clients	Intensive care patients	10%
South-Africa	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations, hospitals, corporate clients, private clients	Intensive care patients	1%
Near-, Middle-East	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations, hospitals, corporate clients, private clients	Intensive care patients	24%
CIS (Commonwealth of Independent States)	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations, hospitals, corporate clients, private clients	Intensive care patients	3%
India, Sri Lanka, Indian Ocean	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations, hospitals, corporate clients, private clients	Intensive care patients	2%
Far East	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations, hospitals, corporate clients, private clients	Intensive care patients	4%
China	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations, hospitals, corporate clients, private clients	Intensive care patients	1%
Australasia	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations, hospitals, corporate clients, private clients	Intensive care patients	1%

G4-9 Scale of the organization

Table 4: Information on the scale of the organization

	Values
Number of employees	131
Total number of operations	1
Net sales / revenue (in Euro)	72,473,000
Equity (in Euro)	6,907,000
Loan financing (in Euro)	15,220,000
Number of products / services provided	6

G4-10 Total numbers of employees

The employee numbers may be expressed as head count in the whole report.

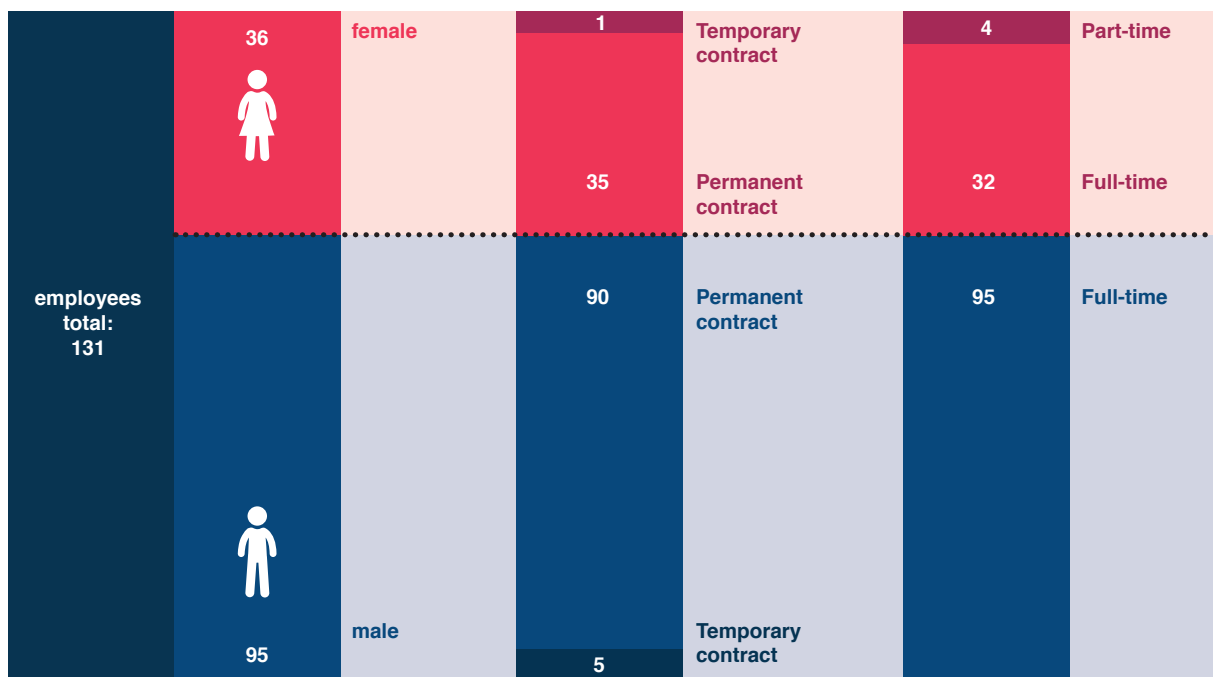


Table 5: Workforce by country / region

Country / region	of which are female	of which are male	Total number of workforce
Austria	1	5	6
Canada	0	1	1
Denmark	0	1	1
France	0	1	1
Germany	33	81	114
Hungary	0	2	2
Serbia	1	1	2
Spain	0	1	1
Switzerland	0	1	1
Ukraine	1	0	1
Zimbabwe	0	1	1
Total number of workforce	36	95	131

A substantial portion of the organization's work is performed by permanent employees. There are no significant seasonal variations in the number of employees.

In addition to our permanent staff, FAI employs freelancers. The internationality of the freelancers is expressed by their diverse origins. They originate from France, Canada, Austria, Greece, Romania, Russia, Serbia, Zimbabwe, Slovenia, Czech Republic, Turkey, Hungary and the United States.

G4-11 Employees covered by collective bargaining agreements

Our organization has no employees covered by collective bargaining agreements.

G4-12 Organization's supply chain

Description of the supply chain:

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

The Company has engaged in total 740 suppliers in the reported period. 61 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 remainder from worldwide.

G4-13 Significant changes regarding size, structure ownership or supply chain

During the reporting period there were significant changes in terms of the size, structure or ownership of the organization or the supply chain.

Significant changes of the Company:

After only 8 months of construction time German Air Ambulance and VIP Operator FAI rent-a-jet Aktiengesellschaft has opened its Hangar 7 at Nuremberg International Airport. This expansion is boosting FAI's total hangar space to 6,000 m² plus another 3,000 m² of maintenance shops and offices for engineering and administration.

With a usable space of more than 9,000 m², this is representing one of the largest FBO's* in Germany's General Aviation. Simultaneously FAI has created a unique FBO-concept: the ground operation (inclusive maintenance and administration) is designated to landside, i. e. outside the security area of the airport. Aircraft arrive and depart through two roller gates separating FAI's ground operation from the security restricted area of the airport. FAI's investment in Hangar 7 valued at approx. EUR 4,3 m.

*Fixed Base Operator



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

G4-14 Addressing of the precautionary principle

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.

G4-15 Sustainability charters, principles or initiatives endorsed

Our organization endorses or supports external charters, principles and initiatives listed in the table.

Table 6: Externally developed 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)

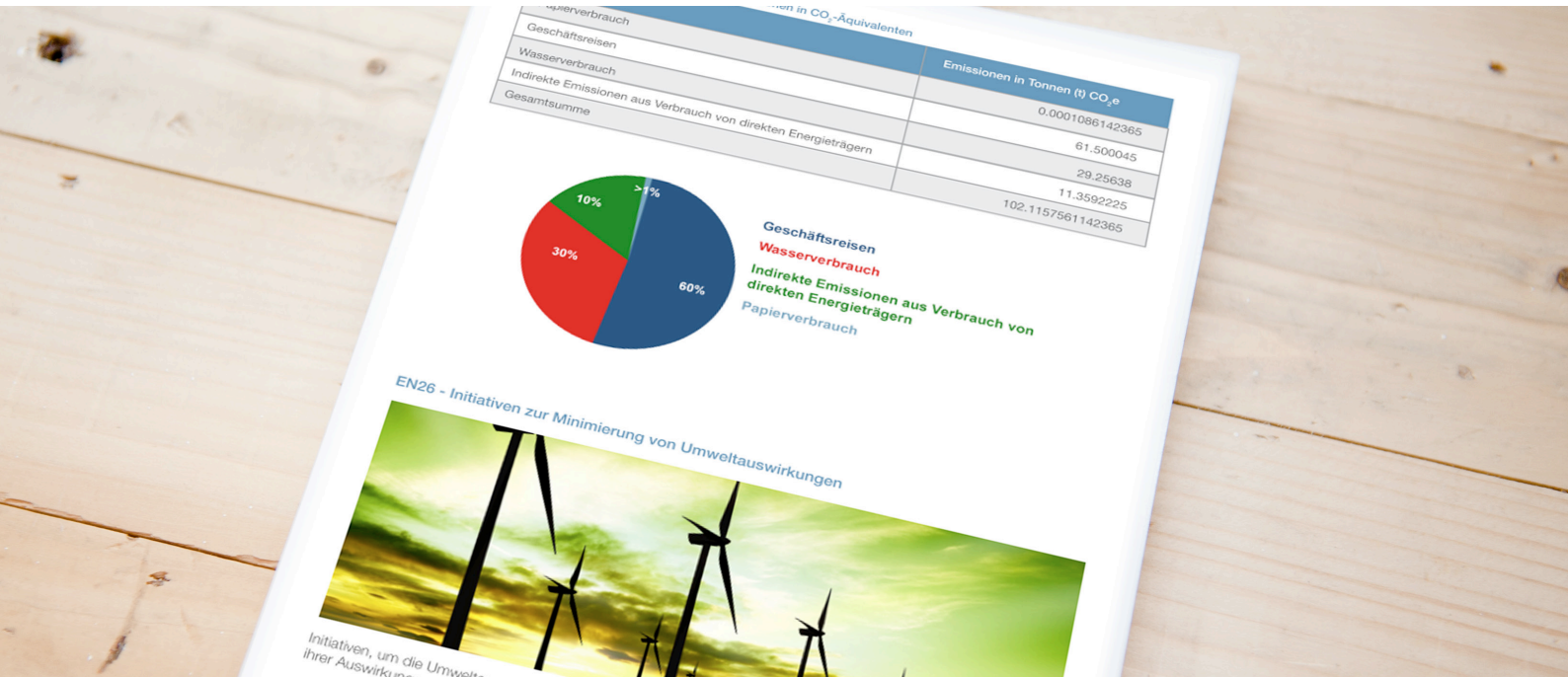
G4-16 Memberships of associations

Our organization is a member of the associations and interest groups listed in the table:

Table 7: Memberships in associations

Name of the Association	Commitment of the organization
EURAMI (European Aero-Medical Institute e. V.)	Participating in projects or in working groups
EBAA (European Business Aviation Association)	Participating in projects or in working groups
GBAA (German Business Aviation Association e. V.)	Participating in projects or in working groups
MEBA (Middle East Business Aviation)	Participating in projects or in working groups
ABAA (African Business Aviation Association)	Participating in projects or in working groups
United Nations Global Compact	Participating in projects or in working groups

Identified Material Aspects and Boundaries



G4-17 Organizational structure

The following information regarding the specified organizational units can be found in these documents:
Organizational and management structure

Information on the consolidated business units can be found in the publicly available audit report - consolidated financial statements. This is published in the Federal Gazette "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.

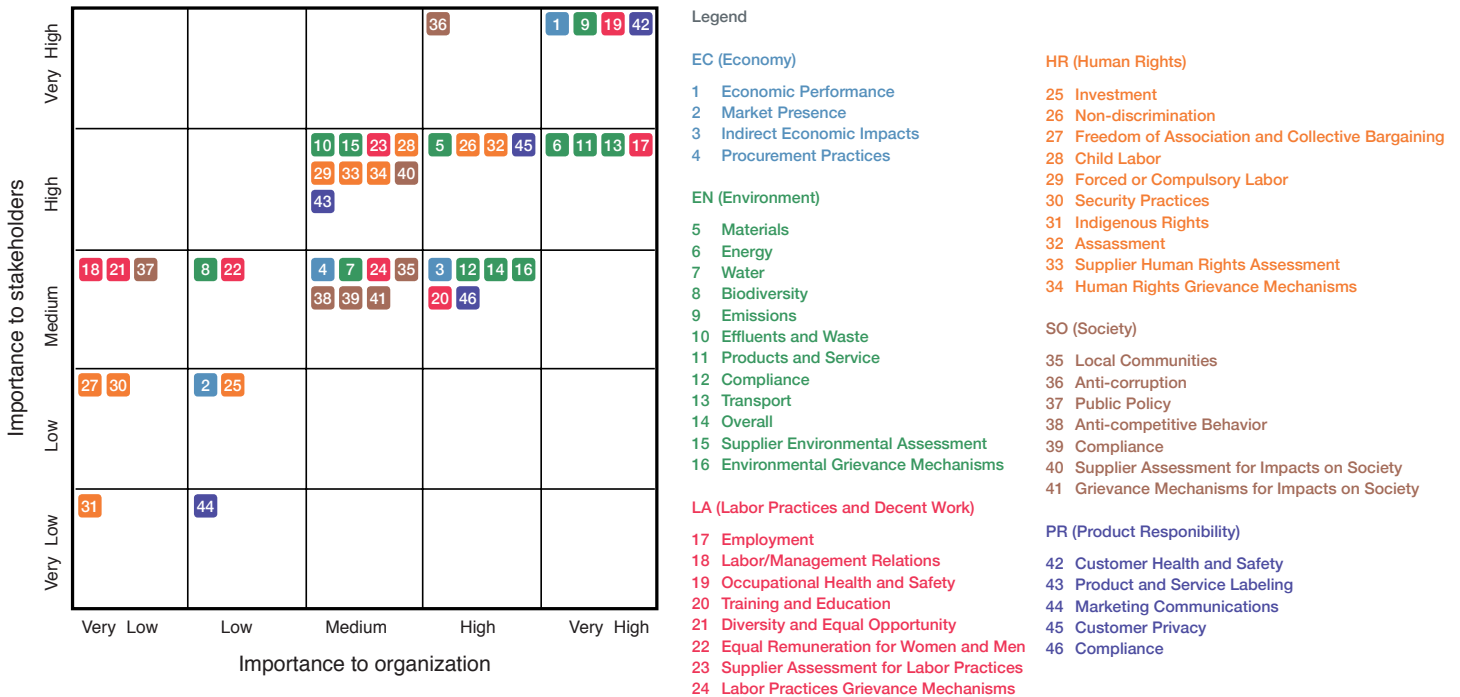
G4-18 Method for defining report content and differentiation of aspects

Process for defining the report contents and aspect boundaries:

In order to define the material aspects and boundaries of the reporting, 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 of the size of FAI. In the second step, we adapted the materiality matrix using an initial selection of aspects and indicators. This adaptation as well as the selection of relevant indicators are based on the contribution of the Executive Assistant to Chairman and were carried out in consultation with the Members of the Board.

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

G4-19 Identified material aspects



G4-20/21 Essential aspects and delineation of aspects within and outside the organization

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 located in Nuremberg are of importance. Regarding the communication with our stakeholders it is important to us to continuously improve our annual Communication on Progress.

In addition, we have already been reporting to our shareholders for many years pursuant to IFRS financial reporting standards.

G4-22 Effect of any restatements of information provided

Our organization has previously reported on sustainability issues. Compared to the previous Sustainability Report there are changes in the presentation of information.

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

Our company has already reported previously on sustainability issues.

According to perennial membership in the UN Global Compact, it was time to professionalize the annual progress report. Optimizing the format, the scope and the specification of the reporting aspects required also a professionalized system of data collection. This in turn led to the intended identification of possible improvement potentials. In this regard, the sustainability software 360report renders assistance. Moreover, the improved external representation aims at increasing FAI’s transparency in order to meet stakeholder needs efficiently.

G4-23 Changes from previous reporting periods

In comparison to the previous Sustainability Report there have been no changes in scope the scope and aspect boundaries.

Please refer also to G4-22.

Stakeholder Engagement



G4-24 Stakeholder groups engaged

During the reporting period the organization's stakeholders were involved in sustainability issues. The following table shows the involved stakeholders.

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.

G4-25 Basis for identification and selection of stakeholders with whom to engage

During the reporting period the organization's stakeholders were involved in sustainability topics. The identification and selection of stakeholders is made in accordance with the following principles and procedures: The management is the driving force associated with subject sustainability. During the discussion about the material aspects and indicators additional employees were involved gradually into the process.

G4-26 Approach for stakeholder engagement

Stakeholders of our organization were involved in discussions on sustainability issue during the reporting period. The following table shows the methods of stakeholder involvement.

Table 8: Types of stakeholder involvement

Methods of involvement	Stakeholder groups	Frequency of involvement
Selectively for specific events or issues, e.g. through surveys	Various staff members	several times a week

Stakeholder involvement was independent of the report preparation.

Our organization is planning in the medium term to increase stakeholder involvement and to implement it in the management process.

In the process of reporting, we selectively involved various 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.

G4-27 Key topics and concerns of stakeholder engagement

Table 9: Key topics and concerns raised during stakeholder involvement

Topic / concern	Stakeholder groups approached	Response of the organization
Labor Practices	Human Resources	see matrix G4-G19
Human Rights	Management	see matrix G4-G19
Economic Performance	Management, Accounting	see matrix G4-G19
Environment	Management, Technical Department	see matrix G4-G19
Product Responsibility, Customer Satisfaction	Charter, Customer	see matrix G4-G19

Several employees from the management, human resources, accounting, the charter area and the technology have been involved in the preparation of this report. The involvement concerned different aspects that are presented in the materiality matrix G4-G19.

Report Profile



G4-28 Reporting period

The information shown in the report covers the fiscal year from 1 January, 2014 to 31 December, 2014.

G4-29 Date of most recent previous report

The last sustainability report was issued in 2014.

G4-30 Reporting cycle

Our report is published at periods of one year.

G4-31 Contact person for questions regarding the report or its contents

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G4-33 External assurance of the report

Our organization's sustainability report was not audited by an external partner. Senior management and executives are not actively committed to the audit of the organization's sustainability report.

The strategy and the current practices of our organization with regard to an external audit of our sustainability report are as follows:

We plan the audit of our sustainability report by an external auditor, in order to meet the "advanced"-level requirements of UN Global Compact.

Our organization has the following relationship with the auditor:

We work already with public accountants and will most likely employ them also for the sustainability report.

Governance

G4-34 Governance structure

Our organization has the following governing bodies and committees in the governance structure: The Board consists of 3 Executive Board members and the Supervisory Board.

The following committees are responsible for decision-making in economic, environmental and social impacts: Management Board.

Ethics and Integrity



G4-56 Codes of conduct and codes of ethics

Our organization is based on written values, principles and standards of conduct and norms (e.g. codes of conduct and codes of ethics).

Table 10: Values, principles and standards of conduct and norms

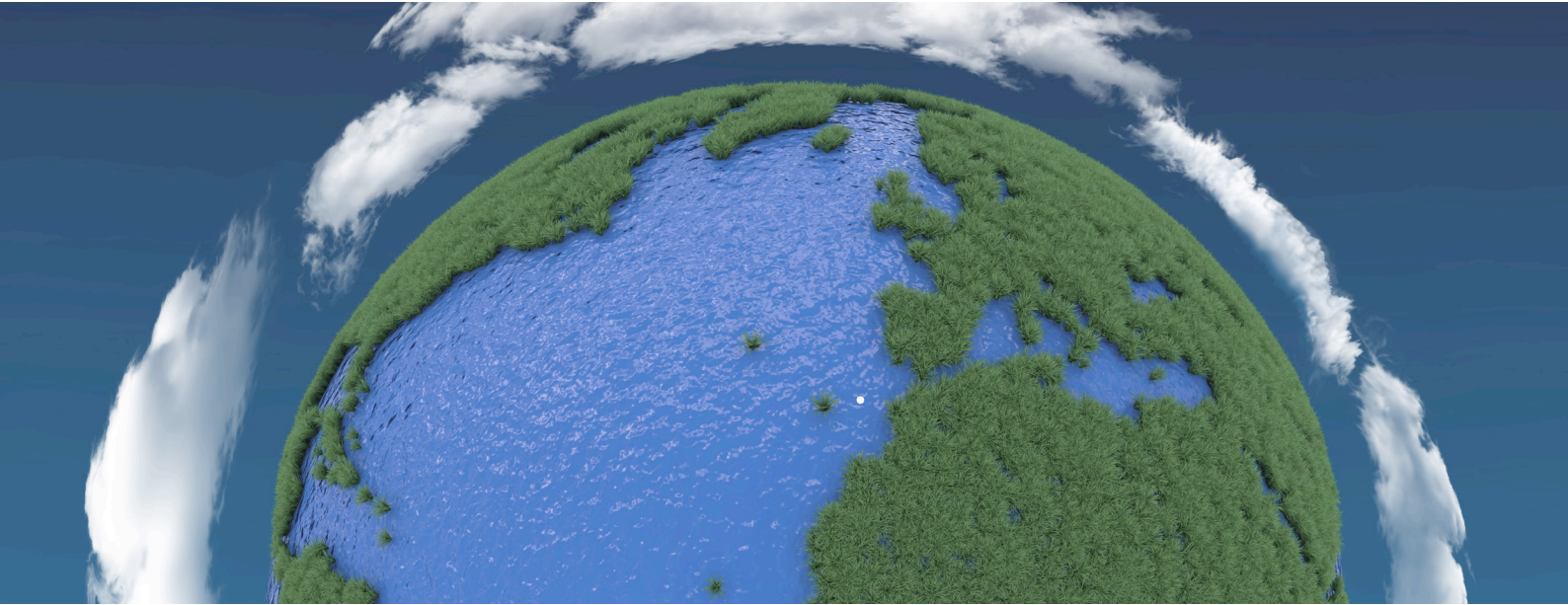
Value / principle / standard of conduct and norm	Name	Description
Standard of conduct and norm	Employment contract	Employment contracts are drafted by the legal department and human resources.
Standard of conduct and norm	Code of Conduct	Drafting and application by quality management department.

In terms of values, principles and standards of conduct and norms we regularly train our employees. New stakeholders are required to read our principles, standards of conduct and norms confirming their acknowledgement and consent by signature. These include members of the governance board and our employees. The Quality Manager is responsible for the development and formulation of values, principles and standards of conduct and norms.

Our principles and standards of conduct and norms are available in different languages so that they reach all members of senior management, employees, business partners and other stakeholders.

Performance Indicators

1. EC (ECONOMY)



G4-DMA Disclosures on Management Approach “EC (Economy)”

As a leading provider of ambulance flights, VIP-Charter and aircraft management we are also challenged by our client's future-oriented solutions for sustainable individual mobility. According to our conviction acting responsibly and the resulting social acceptance thereby creates increasingly the condition for each 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.

1.1 Economic Performance

G4-EC1 Direct economic value generated and distributed

Direct economic value generated and distributed (EVG&D)

For determining taxable income our Company uses accruals based accounting method recorded as revenue and expenditures in the income statement. As a result of the previously used internal data management system the economic business figures required by GRI G4 were previously not yet prepared in this form. We will adjust the system to be able to generate these business figures in the future.

The EVG&D cannot be allocated 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 in order to be able to report fixed percentages.

G4-EC2 Chances and risks due to climate change

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

We have not yet verified the risks of natural disasters due to climate change for our business activities. We assume no strong hazard due to our geographical location.

FAI does not operate in the classic energy-intensive industries, however, ranks among a growing sector with rising greenhouse gas emissions: Air-transport. CO₂-regulations apply for all aircraft operators according to European Emissions Trading System (EU-ETS) for intra-European Economic Area (EEA) flights. Due to the "Stopping the Clock"-decision for international flights from/to the EEA, the EU-ETS is temporarily suspended until the International Civil Aviation Organization ICAO shall have developed and adopted a global model for the regulation of international aviation emissions.

However, we are affected indirectly by climate change, as we have to pay higher energy and raw material prices, which in turn result in higher demands on energy management. At present, it is not yet possible to forecast any precise information about energy management. Nevertheless, we have a CO₂ strategy, which is explained more detailed in the environment section. We are unable to provide information on a systematic and database-supported analysis of the financial consequences of climate change.

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

1.2 Indirect Economic Impacts

G4-EC7 Infrastructure investments and services supported

Development and impact of infrastructure investments and services supported

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

Table 11: Investments in infrastructure or services supported

Description	Previous needs analysis performed	Type of investment	Cost in Euro	Duration
Senegal, Project "Ebola"	yes	Monetary donation	85,000	non-recurrent
Tafel Nürnberg, Lebensmittel für Obdachlose	no	Monetary donation	5,000	non-recurrent
Alexander von Humboldt-Kulturforum Schloss Goldkronach e.V.	no	Monetary donation	3,000	non-recurrent
Global Compact	no	Monetary donation	2,300	annually
Emanuel Wöhrl-Stiftung mit Sitz in Nürnberg	no	Monetary donation	500	non-recurrent

In cooperation with the Foundation UNESCO - Education for Children in Need - FAI supports a project with a generous donation amounting to EUR 85,000 to raise awareness and to protect the population in the endangered frontier regions of Senegal in order to prevent the spread of the deadly Ebola virus in the West African country.

Ebola epidemic, which has already claimed thousands of lives in the West African countries of Guinea, Liberia, Sierra Leone and Nigeria, represents the largest outbreak ever of the deadly disease whereas also cases have been detected in larger cities for the first time. Although WHO declared the epidemic already as a public health emergency of international dimension and comprehensive measures have been taken to treat and control the disease, it has not been managed so far to prevent the spread. The healthcare personnel of local and international organizations have reached increasingly their limits.

In the West African state of Senegal, neighboring directly countries affected by Ebola, there was so far no confirmed Ebola disease yet. Due to intensive/active, often uncontrolled border traffic between Senegal and Guinea but especially that of Casamance in the south of the country, where FAI has been supporting health projects, is placed amongst most endangered regions. Especially in rural areas around the state border there is great need for preventive and protective measures to prevent the spread of the Ebola virus in Senegal and educate both, health professionals and the local population about the disease and its manner of transmission.

In co-operation with the Foundation UNESCO, with whom FAI already built a health center and a maternity ward in Senegal, comprehensive measures to raise public awareness will be conducted in seven rural communities in the departments of Kolda and Vélingara in the south of Senegal. Furthermore, both, health personnel and the security forces at border crossings shall be trained in terms of the characteristics and the manner of transmission of the Ebola virus, in order to react correctly in an emergency. Health centers in the region will also be equipped with the necessary protective clothing, as the staff in healthcare facilities is particularly at risk of Ebola infection. The project activities are integrated into the national Ebola Strategic Plan of the Senegalese Government and support it in its entirety.

The monetary donation to "Nürnberger Tafel e. V." represents the promotion of an organization that takes care of food distribution to the homeless and to people in need with very low-income.

The sum of all investments and grants made during the reporting period is approximately 6.8 % of our organization's turnover during the same period.

Table 12:

Investments 2014	EUR
Donations	95,800
CO ₂ emissions certificate	3,325
Construction Hangar 7	4,339,000
Fixed Assets	500,000
Total investments	4,938,125

	EUR	%
Net sales	72,473,000	100
Investments 2014	4,938,125	6.81

G4-EC8 Indirect economic impacts

Significant indirect economic impacts, including the extent of impacts

Third parties incur an indirect economic effect attributable to our organization's activities.

Table 13: The organization's positive and negative indirect economic effects

effects	effect	Strength of the effect on third parties	Description of the effect
Airport Nuremberg	Positive	Significant	Higher volume of air traffic, better utilization and thus business stability of Airport Nuremberg.
Labor Market	Positive	Significant	Qualified jobs at the Nuremberg location.

1.3 Procurement Practices

G4-EC9 Spending on local suppliers

Proportion of spending on local suppliers at significant locations of operations

Our Company does not have a specific policy determining that locally-based suppliers shall be given preference. It is currently not planned to introduce such a policy. Even without an explicit policy we already prefer locally-based suppliers. The term "local" is defined in our company for suppliers and service provider within a radius of 30 km.

2. EN (Environment)



G4-DMA Disclosures on Management Approach „EN (Environment)“

Sustainability has many facets. From environmental protection to the aid to people in need – social commitment is firmly anchored in the philosophy of FAI rent-a-jet Aktiengesellschaft. We take responsibility to contribute our part and consider ourselves as proactive corporate citizens. We are especially engaged in regions that are relevant to us and also are actively involved in business activities. Thus, our CO₂ emissions offset-project in Turkey, for instance, aims at placing our Company as a reliable partner for the local community over the next years.

Due to this CO₂ emissions offset-project, our headquarters in Nuremberg will become carbon neutral. This important step is our contribution to environmental protection.

According to our Code of Conduct – we commit ourselves to acting responsibly towards the environment.

2.1 Materials

G4-EN1 Materials

Materials used by weight or volume

In the following we enter information regarding to: Operating supplies.

Table 14: Operating supplies used

Operating supplies	Amount	Unit	Origin	Type of energy used	Measuring method
Mobil Oil 254	512.00	l	external	non-renewable	estimate
AERO HF OIL	511.11	l	external	non-renewable	estimate
Prist OIL	872.00	l	external	non-renewable	estimate
Grease/lubrication fat	78.00	kg	external	non-renewable	estimate
Turbo 2380 Oil	332.19	l	external	non-renewable	estimate
Butanol	216.00	l	external	non-renewable	estimate
Isopropyl alcohol	165.39	l	external	non-renewable	estimate
Diverse sprays (contact spray, PTFE, varnishes)	325.00	kg	external	non-renewable	estimate

Table 15: Total weight of renewable and non-renewable materials used

Material	Weight
Total weight of renewable material (in t)	0.00
Total weight of non-renewable material (in t)	2.88

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

2.2 Energy

G4-EN3 Energy consumption within the organization

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

Table 16: Consumption of fuels broken down by fuel type

Energy source	Energy (GJ)
Renewable energy sources	
Biogas	641.34
Bioethanol	32.00
Biodiesel	79.34
Non-renewable energy sources	
Petrol	607.98
Diesel	1,054.09
Aviation turbine fuel (Jet A / Jet A-1)	461,824.14
Total direct energy consumption	464,238.89

Table 27: Total amount of indirect energy consumption differentiated by indirect renewable and indirect non-renewable energy sources in Gigajoule (GJ)

Energy source	Energy (GJ)
Renewable energy sources	
Electricity	573.35
District heating	641.34
Non-renewable energy sources	
Electricity	1,474.32
District heating	0.00
Total indirect energy consumption	2,689.01

Total amount of self-generated and sold energy broken down by renewable and non-renewable energy source: 397.25 GJ Electricity

The energy generated originates from the Company's own photovoltaic system on the roof of "Hangar 6". In 2014, 110,346.50 kWh were generated and channeled into the network of the "Flughafen Nürnberg Energie GmbH".

In 2015/2016, an additional photovoltaic system with a module capacity of 88.3 kWp will be installed on the roof of "Hangar 7" and set into operation. The investment for the photovoltaic system will amount approximately to 160.000 EUR.



The photovoltaic system on the roof of "Hangar 6"

Table 18: Total amount of energy consumption within the organization broken down by renewable and non-renewable energy source

Energy type	Total (GJ)	of which renewable (GJ)	of which non-renewable (GJ)
Purchased	466,927.90	1,967.37	464,960.53
Produced	397.25	397.25	0.00
Sold	397.25	397.25	0.00
Total energy consumption within the organization	466,927.90	1,967.37	464,960.53

G4-EN5 Energy intensity

Table 19: Energy intensities

Amount of energy	Unit energy	Affected types of energy	Value reference size	Unit reference size	Energy intensity	Unit Result
14,104,629.00	l	Kerosene	11,674.00	flight hour	1,208.21	l Kerosene/flight hour

G4-EN6 Reduction of energy consumption

Table 20: Initiatives to reduce energy consumption

Initiative	Reduction (in GJ)	Types of energy affected	Base year / reference size	Standards, methods and assumptions
Improved procedures, optimum arrangements of the flights	200.00	Kerosene	2014	Specification of standard procedures for the arrangement of flight with the highest kerosene consumption
Changed employee behavior in compliance with standard procedures.	200.00	Kerosene	2014	Compliance with these provisions by all crews.
Examination of the flight schedules, avoidance of bad planning or detour plans.	200.00	Kerosene	2014	Review of the flight schedules by crew
Specification of standardized "extra fuel-quantity", to prevent excessive aircraft weight.	200.00	Kerosene	2014	Definition of standardized "extra-fuel quantities".
Aerodynamic improvements to older aircrafts (two aircraft LJ 35) Raisbeck ZR and Avcon mod.	1,554.00	Kerosene	2014	Saving of approximately 20 l fuel per flight hour with a flight capacity of 2,220 hours in 2014, results in a saving of around 44,400 l aviation turbine fuel.
Conversion of 4 older aircraft on digital "fuel computer" engine modification.	75.00	Kerosene	2014	Assumption of saving about 1 l fuel per aircraft per flight hour results in saving of around 2,130 l in 2,130 flight hours in 2014.

Precise data on kerosene saving is difficult to retrieve and analyze. We are achieving saving potentials already at the flight scheduling stage and the assessment respectively the minimization of ground run-up of the engines, however, particularly during flights by optimizing operation of the aircraft by the crew.

Assuming a savings potential of 5 l per flight which represents approx. 5 ,000 flights in 2014, total saving is of approx. 800 GJ (= 25,000 liters) in the first four of the initiatives listed in table 20 above.

G4-EN7 Reductions in the energy requirements for products and services

Savings by feeding green electricity into national grid: The supply of the photovoltaic energy system from “Hangar 6” and its performance in 2014 are used as a reference herein.

2.3 Water

G4-EN8 Total water withdrawal

Total water withdrawal by source

The following standards, methods or assumptions were applied in the estimation or measurement:

In 2014, we withdrew 663m³ from the local water supplier.

Consumption was measured by a calibrated water meter from the water suppliers of Flughafen Nürnberg GmbH.

2.4 Biodiversity

G4-EN11 Operational sites in protected areas

Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

There are facilities in protected areas, in areas of high biodiversity value without protection status or bordering such areas.

Table 21: Locations in or adjacent to legally protected area(s) of high biodiversity value outside protected areas

Location name	Geographic location / address	Type of operation	Subterranean land use	Position in relation to the protected area	Size of operational site (in km²)
Nuremberg	Airport - Hangar 6	Headquarters	no	Adjacent – the protected area is situated 1.2 km to the East and 0.8 km to the North.	0.14
Nuremberg	Airport - Hangar 7	Headquarters	no	Adjacent - the protected area is situated 1.5 km to the East.	0.14

Table 22: : Biodiversity of locations listed in previous table

Location name	Attribute of the area	Protected status	Name of the area
Nuremberg	Terrestrial	Forestry protection zone	Landscape protection area “Kraftshofer Forst”
Nuremberg	Terrestrial	Bird sanctuary	Bird sanctuary “Nürnberger Reichswald”

2.5 Emissions

G4-EN15 Direct greenhouse gas (GHG) emissions (Scope 1)

Results of the input or calculated Scope 1 CO₂e emissions are as follows:

Table 23:

Emission source	CO ₂ e(t)	Percentage (%)
Scope 1		
Heating	0.00	0.00
Company owned cars	115.13	0.32
Company owned airplanes	35,851.15	99.64
Air conditioning installations	12.67	0.04
Production of energy from renewable energy sources	0.00	0.00
Subtotal	35,978.95	100.00
Total	35,978.95	100.00
Outside of Scopes		
Emissions from biomass combustion	50.43	

Company owned cars

Table 24: Scope 1 CO₂e emissions from company owned vehicles by fuel consumed

Vehicle type	Fuel	Consumption	Unit	CO ₂ e (t)
15 Mid-range vehicles with diesel engine	Diesel (B7 - 7% Biodiesel)	29,703.46	liters (l)	73.81
5 Mid-range vehicles with petrol engine	Petrol (E5 - 5% Bioethanol)	18,792.45	liters (l)	41.32
Total				115.13

Table 25: Overall CO₂e emissions from company owned vehicles

Emission source	CO ₂ e (t)
Scope 1	115.13
G4Scope 3	26.76
Outside of Scopes	6.61

Table 26: Methods of data collection of direct CO₂e emissions (Scope 1)

Emission source	Methodologies for data acquisition
Stationary combustion	Calculation based on published criteria
Company owned vehicles	Calculation based on published criteria
Company owned airplanes	Calculation based on published criteria

Reporting period

The data shown in the CO₂-balance and corresponding indicators refer to the period from 1 January 2014 to 31 December 2014.

Organizational boundaries

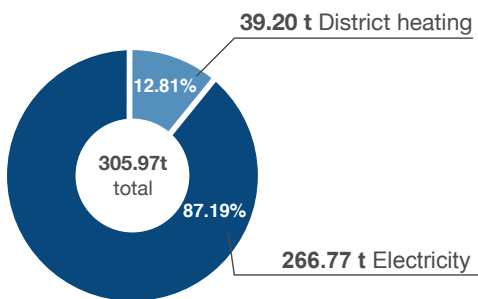
For the definition of organizational system boundaries it is necessary to define the subsidiaries and locations that are included in the CO₂-balance. For the present CO₂-balance and corresponding indicators the following subsidiaries are included:

FAI rent-a-jet AG Nuremberg All departments, as being headquarters

Furthermore, decision about if and in positive case which subsidiaries are included into the CO₂-balance. No subsidiaries are included because the organization has none.

G4-EN16 Energy indirect greenhouse gas (GHG) emissions (Scope 2)

Results of the entered or calculated Scope 2 CO₂ emissions are shown here.



The Emission source was calculated by Stationary combustion based on published criteria.




Table 27: Overall CO₂ emissions from stationary combustion

Energy source	Consumption	Unit	CO ₂ e (t)
Biogas	178,150.00	kilowatt hours (kWh)	0.00
Total			0.00

G4-EN17 Other indirect greenhouse gas (GHG) emissions (Scope 3)

Results of the input or calculated Scope 3 CO₂ emissions are shown below:

Table 28:

Emission source	CO ₂ e(t)	Percentage (%)
Scope 3		
 Paper	4.62	0.06
 Water	0.44	0.01
 Waste	5.59	0.07
Indirect emissions from fuel and energy consumption in Scope 1 and Scope 2	7,486.16	99.86
Subtotal	7,496.81	100.00
Total	7,496.81	100.00

The calculation of the direct CO₂ emissions of water and waste are based on published criteria.

G4-EN18 Greenhouse gas (GHG) emissions intensity

Table 29: CO₂e emission intensities

CO ₂ e emissions (in t)	Included types of GHG	Reference value	Units for reference value	Emission intensity	Units for result
35,851.15	Scope 1	11,674.00	flight hour	3.07	t CO ₂ / flight hour

G4-EN19 Reduction of greenhouse gas (GHG) emissions

We have taken initiatives to reduce greenhouse gas emissions. Information on the initiatives taken is listed in the next table:

Table 30: Initiatives to reduce GHG emissions

Initiative	Reduction (in t)	Affected GHG	Concerned GHG species	Base year / reference	Standards, methods and assumptions
Carbon offset project	537,00	CO ₂	Scope 1+2+3	2014	Gold Standard Project

Provider	Certification type	Certification number	Website	CO ₂ e (t)
zukunftswerk eG	Gold Standard Verified Emission Reduction	103.000.000.002.294	www.zukunftswerk.org	537.00
Total				537.00



Last year, we compensated 387 t of our CO₂ emissions through an interesting VER Gold Standard sustainability offset-project (efficient cook stoves) in Bamako/Mali. This year we have decided to offset our CO₂ emissions of the company headquarters amounting to 537 t by a hydropower - a run-of-river power plant project in Ankara/Turkey, which is also a Gold Standard project.

“HAMZALI Hydroelectric Power Plant” project is an integrated energy generation and irrigation project. The project includes the construction of a Hydro Power Plant and irrigation structures using water from Turkey’s longest river Kizilirmak. BUGRA regulator, which is the main part of the project, is located about 15 km northeast of Kalecik (district of Ankara) and 800 m southwest of BUGRA village. HAMZALI HPP will have a total installed capacity of 17 MW whereas expected electricity generation is about 125 GWh per year which is expected to result in about 78,000 tons of CO₂ emission reduction. Another particularity of the carbon offset project is that the project will also enable irrigation of about 9,600 ha land via the elevation difference hence without use of energy.

Additionally, the project supports local sustainable development according to the principles of Clean Development Mechanism (CDM) as follows:

The irrigation of 9,600 hectares of land will create additional long-term jobs in the agricultural sector. Moreover, the cultivation of land contributes to the supply of food products in the region. 85% of the regional population is active in this sector.

The regional agricultural sector benefits considerably from the offset project Hydropower, as the irrigation of the land was previously not possible due to high costs.

This reduces the emissions of air pollutants, including greenhouse gas emissions amounting to 356,650 tons of CO₂ equivalents throughout the project period and 35,665 tons of CO₂ equivalents per year.

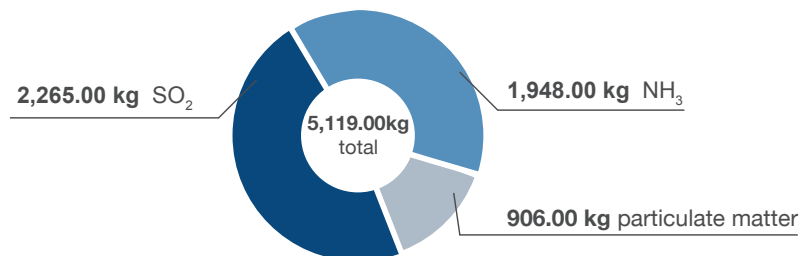
The natural water level and the course of the river are not significantly affected by the run-of-river power plant.

G4-EN21 NO_x, SO_x and other significant air emissions

Our organization emits significant air emissions

Calculation is based on standard data

Calculation factors of German Federal Environment Agency



Air emissions are calculated on the basis of kerosene consumption. This was multiplied by emission factors for kerosene of the German Federal Environmental Agency. The emission factors were published in 2012 in the study “Entwicklung eines Modells zur Berechnung der Energieeinsätze und Emissionen des zivilen Flugverkehrs – TREMOD AV” [«Development of a model for calculating energy consumption and emissions of civil aviation – TREMOD = Transport Emission Estimation Model»] on page 21.

2.6 Effluents and Waste

G4-EN22 Water discharge

Total water discharge by quality and destination

Our organization has wastewater discharges, which are shown in the table below.

Table 31: Waste water discharges by type, destination and treatment

Location	Volume (in m3)	Treatment	Destination	Method of volume estimation	Reuse by another organization
Nuremberg	663,00	Treated in the external wastewater treatment plant	Public sewer system	Measurement	no
Total of all wastewater discharges	663.00				

Table 32: Waste water discharges by waste types

Treatment	2015
Treated in the external wastewater treatment plant	663.00
Total of all wastewater discharges	663.00





There are no other standard wastewater quality parameters available in our organization.

G4-EN23 Waste

Total weight of waste by type and disposal methods





In our organization both non-hazardous and hazardous waste is generated.

Non-hazardous waste

Total 265.20 t	 1.00 t	Wastes not otherwise specified in the list (WCN 16) Method of disposal: Recycling
	 3.80 t	Paper / cardboard Method of disposal: Recycling
	 0.40 t	Batteries Method of disposal: Recycling
	 260.00 t	Municipal wastes including separately collected fractions (WCN 20) Method of disposal: Recycling (including energetic recovery)

Information provided by the waste disposal contractor

Hazardous waste














Total 2.79 t	 1.00 t	Oil wastes and wastes of liquid fuels (except edible oils) (WCN 12) Method of disposal: Recycling
	 0.17 t	Waste organic solvents, refrigerants and propellants (WCN 14) Method of disposal: Recycling
	 1.40 t	Packaging waste, absorbents, wiping cloths, filter materials and protective clothing (WCN 15) Method of disposal: Recycling
	 0.22t	Wastes not otherwise specified in the list (WCN 16) Method of disposal: Recycling

Information provided by the waste disposal contractor

All packaging materials and shipping cartons from our suppliers are re-used. The 260 tons of “municipal waste, including separately collected fractions (WCN 20)” is by far the largest amount of waste and consists of waste which has been disposed of as residual waste and waste paper from the offices, kitchens, etc. Unfortunately, no exact figures are available concerning the amount and composition. Therefore, the daily volume of around six bags with a volume of 240 liters each, composition and hence the weight is estimated.

2.7 Results of CO₂ calculation

Table 33: Overall CO₂ emissions

Emission source	CO ₂ e(t)	Percentage (%)
Scope 1		
 Heating	0.00	0.00
 Company owned cars	115.13	0.26
 Company owned airplanes	35,851.15	81.89
 Air conditioning installations	12.67	0.03
 Production of energy from renewable energy sources	0.00	0.00
Subtotal	35,978.95	82.18
Scope 2		
 Electricity	266.77	0.61
 District heating	39.20	0.09
Subtotal	305.97	0.70
Scope 3		
 Business travel	0.00	0.00
 Paper	4.62	0.01
 Water	0.44	0.00
 Waste	5.59	0.01
 Indirect emissions from fuel and energy consumption in Scope 1 and Scope 2	7,486.16	17.10
Subtotal	7,496.81	17.12
Total	43,781.73	100.00
 CO ₂ offsetting	537.00	1.23
Savings due to the sale of renewable electricity	50.86	0.12
Total (after CO₂ reduction)	43,193.87	98.66
Outside of Scopes		
Emissions from biomass* combustion	50.43	

*Biomass include: bio-gas (for heating), bioethanol (blending with gasoline of company fleet), biodiesel (normal diesel of company fleet)

Explanations regarding the CO₂ balance

Scope 1 - Direct emissions in the Company

1. Biogas (extraenergie): consumption 178,150 kWh
2. Company's fleet of cars: consumption 29,703.46 l Diesel, 18,792.45 l Petrol
3. Company's fleet of airplanes: consumption 14,104,629 l Kerosene
4. Air conditioning: Emissions due to leaks of the refrigerant in the air conditioning systems of the hangars
5. Energy generation from renewable energy sources: Production 110,346.50 kWh

Scope 2 - Indirect Emissions due to energy generation outside the Company

6. Electricity: Electricity purchased from Flughafen Nürnberg Energie GmbH (N-ERGIE): 568,797 kWh. The N-ERGIE electricity mix (most recent reference year: 2013) contains 55.8% fossil fuels, 27.9% renewable energy and 16.3% 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 (e.g. from transportation, refining, storage and delivery) or electricity (production, network losses).
8. Paper: consumption 750,000 sheet DIN A4, 11,500 sheet DIN A3 (DIN = German industrial standard)
9. Water: consumption 663 m³
10. Waste: generated waste (summed up = hazardous + non-hazardous waste): 268 t
11. Savings through the feeding of green electricity into the national grid via generation of photovoltaic electricity from hangar 6 roof, conventional electricity has been superseded 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 (Department for Environment, Food and Rural Affairs) 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 section "outside the scope"; since these emissions already occur during the degradation of biomass (such as when felling of trees or harvesting corn). These emissions are therefore presented here separately 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 from GEMIS (Global Emission Model for Integrated Systems) and the IFEU (Institute for Energy and Environmental Research). Further information on data sources, please refer to the website of 360report (www.360report.org).

G4-EN24 Significant pollutions

Total number and volume of significant pollutions

There were no notable incidents in our Company in which environmentally harmful substances were released.

2.8 Compliance

G4-EN29 Sanctions for non-compliance with environmental laws

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 infringed by FAI in the reporting period.

2.9 Transport

G4-EN30 Environmental impacts of transport

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

The environmental impact of air transport is:

> **11.325,00t Kerosene**

> **70.80-86.30 Decibel (Noise)**

Basis of the indicators is the main line of business of the Company: Air transport within the ambulance flight operations and charter flight operations. There is unfortunately no limitation of transport to be expected with regard to the travel of the crew. The main work of the Company is, however, in the field of air ambulance operations avoiding empty leg flights. We try, in terms of ambulance flight operations, to achieve a continuous fulfilment of tasks per aircraft through optimal aircraft planning. The aim is, when arriving at the destination of a patient, to enable the admission of another patient at the same destination in order to minimize the environmental and economic impacts of potential additional flights.

Criteria to determine the significance of environmental effects are: on the one hand the capacity utilization of ambulance aircraft with the analysis of the transport routes of the patients and on the other hand the compliance with standards during take-off and departure of all aircraft according to the "Noise Abatement Procedures" to reduce noise pollution.

2.10 Overall

G4-EN31 Environmental protection expenditures and investments

Total environmental protection expenditures and investments by type

Table 34: Costs for waste disposal and emission treatment

Types of cost	Cost (in Euro)
Expenditures for the purchase and use of emissions certificates	3,300
Total sum of expenditures	3,300

We created a carbon neutral headquarters in Nuremberg by establishing a new project in Turkey (see page 28). The investment amounted to 3,300 EUR.

2.11 Environmental Grievance Mechanisms

G4-EN34 Formal grievance about environmental impacts

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

We respect and observe environmental protection requirements pursuant to legal guidelines. Our employees are trained and sensitized regarding the urgency of these tasks.

In our Company, there is a formal complaints procedure concerning 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)



G4-DMA Disclosures on Management Approach “LA”

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. We therefore, provide them secure and attractive jobs. Beyond the fixed and variable salary components we offer additional benefits such as a gratuity payment equal to one month's salary, payments to employee savings scheme 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 fundamental principles of cooperation in our organization. We are convinced that good teams are more than the sum of their individual parts. A strong sense of “We” is the basis for our sustainable business success.

3.1 Employment

G4-LA1 Employee overview and development

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

Table 35: Employee fluctuations by gender and age group

Criterion	Number of staff by criterion	Number of joiners	Joining rate (in %)	Number of leavers	Turnover rate (in %)
Total staff	131	44	33.6%	30	22.9%
By gender					
female	36	15	41.7%	15	41.7%
male	95	29	30.5%	15	15.8%
Age group					
< 30 years	11	13	118.2%	11	100.0%
30 - 50 years	105	24	22.9%	15	14.3%
> 50 years	15	8	53.3%	4	26.7%

G4-LA2 Benefits provided

Benefits provided to fulltime employees that are not provided to temporary or part-time employees, by significant locations of operation

We offer our employees various standard company benefits. Furthermore, our Company provides to its employees following company benefits: Sunday, night and public 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. Additionally, an annual bonus equal to one month's salary is paid. Employees, who are responsible for the maintenance of the aircraft fleet, receive work clothes and their personal protective equipment. Employees, who are sent to stations abroad, receive additionally to an allowance for expenditures on lodging also a hazards bonus. These payments vary depending on the destination (station).

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

3.2 Occupational Health and Safety

G4-LA6 Injuries, occupational diseases, lost days and absenteeism

Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work related fatalities, by region and by gender

Table 36: Injuries, occupational diseases, lost days and absence due to deaths during the reporting period for the total workforce

Criterion	Number of female	Number of male	Total
Theoretical number of hours	62,411	163,455	225,866
Lost hours	3,842	8,441	12,283
Illness-related absenteeism			
Hours lost due to sickness	3,842	8,441	12,283
of which hours lost due to occupational diseases	0	0	0
Reportable accidents			
Number of reportable accidents	0	2	2
of which number of accidents on the way to or from work or sport accidents	0	0	0
of which fatal accidents	0	0	0
Number of lost days per reportable accident	0.0	46.0	46.0
Overview			
Reportable accidents per 1,000 employees	0.0	21.0	21.0
Absence days per 1,000 employees	0.0	484.0	484.0

Following injuries occurred during the reporting period: Above all, injuries such as, cuts and twisted joints.

This list includes accidents requiring only first aid. We record the data of accidents in a first aid log and report the accidents which result in sick leave/ incapacity for work of more than three days to the responsible accident insurance.

G4-LA7 Diseases related to occupation

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

There are activities that have a high rate of disease or risk in our organization. The most common disease in the organization is: Cold.

This disease occurs most commonly in the field aircraft mechanics.

The most important vaccinations that are relevant to employees are provided free of charge and are presented in informative briefings. Furthermore, special window panes were fixed in order to ensure the highest possible noise protection.

3.3 Training and Education

G4-LA9 Training per employee

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

Table 37: Average number of hours of education and training by gender and employee category

Category	Number of employees	Hours for education and training	Hours of training per category
Total staff	131	3,728	28.5
By gender			
female	36	916	25.4
male	95	2,812	29.6

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

The employees are continuously trained both at the beginning and during the entire employment time. These trainings serve as knowledge retention, consolidation and building on the know-how achieved.

We all strive for utmost professionalism and rely on expert's 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 or aircraft-mechanic. In the group of pilots only 3 pilots out of 93 are female. Flight operations, however, is the most intense training area of the Company with statutory minimum training of about 40 hours per year.

3.4 Equal Remuneration for Women and Men

G4-LA13 Ratio of remuneration of women to men

Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation

There is no difference between the salaries and remuneration of men and women in our organization.

3.5 Labor Practices Grievance Mechanisms

G4-LA16 Grievances about labor practices

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

In our organization, there is an opportunity for formal complaint procedures in relation to labor practices. In the reporting period no formal complaint procedures in relation to labor practices were submitted, processed or resolved.

Personnel, who seek advice or uncover grievances on labor practices, may do so by a formal complaint procedure which is integrated in our organization. This ensures the integration of labor standards. For this purpose, our staff can submit their grievances in writing and drop it into the letter box which is next to the human resources department.

No incidents of non-compliance with labor standards were notified during the reporting period through our formal complaint process. Any kind of problem reported is taken seriously. Firstly the employees concerned must be given an opportunity to comment, followed by finding a solution together with all involved parties. The supervisor is consulted to search for a solution only when the staff member gives his/her explicit approval. Human resources department takes up the role of the mediator.

4. HR (Human Rights)



G4-DMA Disclosures on Management Approach “HR”

Human rights obligation 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. No violations of human rights were identified in 2014. In our Code of Conduct we commit ourselves to respect human rights also in all our actions and activities.

4.1 Non-discrimination

G4-HR3 Discrimination incidents

Total number of incidents of discrimination and corrective actions taken

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

4.2 Child Labor

G4-HR5 Risk of child labor

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

In our organization there are no business locations or suppliers which are considered risky with regard to child labor and youth work.

4.3 Forced or Compulsory Labor

G4-HR6 Risk of forced and compulsory labor

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

In our organization there are no business locations or suppliers with a significant risk for incidents of forced or compulsory labor.

4.4 Assessment

G4-HR9 Examination of the business locations for compliance with human rights

Total number and percentage of operations that have been subject to human rights reviews or impact assessments

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

We have adopted various measures to avoid impacts on human rights. Among them is an introduction for our freelancers on social and cultural aspects. We approach conflicts we recognized 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 employees at FAI 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 FAI is depicted negatively.

4.5 Human Rights Grievance Mechanisms

G4-HR12 Formal complaints procedure in relation to human rights impacts

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

Our organization has the opportunity for formal complaint procedures in relation to human rights impact. In the period under review, no formal complaints relating to human rights were submitted, addressed, or resolved.

5. SO (Society)



G4-DMA Disclosures on Management Approach “SO”

Social commitment is firmly anchored in our corporate identity. We operate in many different markets, which are characterized by diversity. Due to our multiannual local presence on these markets we were able to perceive an overview of the population’s social situation. In this context above all, our commitment to a project in Senegal has specific importance.

However, due to our international operations the support is not only beyond the German borders important for us. We are also committed to a local project in Nuremberg as well as nationally to our continuous engagement and the participation in the workshops of the German Global Compact network.

The basis of fair competition is to comply with legal standards – also and especially in view of human resources. Corruption distorts competition and causes damage to the company. The corporate image is the basis for a healthy but also a growing corporate development and is essential for further development.

Our employee’s remuneration is above the regional market benchmark. The exploitation and the abuse of our staff never have been, and will never be part of our corporate philosophy and culture. Due to this fair remuneration the susceptibility of the individual employee to corruption is minimized.

Our Code of Conduct, which is published on our website, underlines our commitment to zero tolerance on corruption. The prevention of corruption takes the highest priority at FAI over combating corruption.

5.1 Local Communities

G4-SO2 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.

5.2 Anti-corruption

G4-SO3 Operations assessed for risks 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 examined with regard to risks of corruption. Nevertheless, due to our “zero tolerance policy” the risk of corruption is very low. This is also described in the FAI Code of Conduct.

G4-SO4 Communication and training on anti-corruption policies and procedures

Communication and training on anti-corruption policies and procedures

No training on anti-corruption is carried out in our organization. However, we are planning to introduce such training in the medium term. These training courses are planned for the supervisory body as well as for employees.

Our organization has policies and procedures to combat corruption. However, we do not inform our business partners about our policies and procedures on anti-corruption.

These are well formulated in the Code of Conduct, which we introduced in the first half of 2014. The Code of Conduct provides instructions and information on how conflict of interest as well as other forms of corruption cases can be avoided or solved.

G4-SO5 Cases of corruption

Confirmed incidents of corruption and actions taken

During the reporting period there were no incidents of corruption in our organization. Moreover, no contracts were terminated or not extended due to corruption cases.

5.3 Public Policy

G4-SO6 Total value of political donations

Total value of political contributions by country and recipient / beneficiary

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

5.4 Anti-competitive Behavior

G4-SO7 Anti-competitive behavior or anti-trust and monopoly practices

Total number of legal actions for anti-competitive behavior, 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 behavior or violations of cartel law. We totally comply with applicable cartel and competition law and consult experts regarding antitrust and competition issues.

5.5 Compliance

G4-SO8 Fines and non-monetary sanctions

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

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

6.6 Grievance Mechanisms for Impacts on Society

G4-SO11 Grievances about 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 complaints procedure regarding impacts on society. There was no formal complaints procedure in relation to impacts on society, such as cases of corruption that were filed during the reporting period.

6. PR (Product Responsibility)



G4-DMA Disclosures on Management Approach “PR (Product Responsibility)”

As a provider of premium products and services for individual mobility we consider security as a core element of our product responsibility. We dispose of all required certificates of airworthiness (CofA) and airworthiness review certificates (ARC). The security of our passengers is number 1 priority at all times.

6.1 Customer Health and Safety

G4-PR1 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 product and service categories were examined with regard to their effects on health and safety in the entire life cycle.

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

G4-PR2 Non-compliance with regulations concerning products and services

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

During the reporting period there were no violations of regulations or voluntary codes regarding the impact of products and services on health and safety.

6.2 Product and Service Labeling

G4-PR5 Customer satisfaction

A customer satisfaction survey was conducted during the reporting period

During the reporting period our organization conducted customer satisfaction surveys.

Results and conclusions of the customer satisfaction surveys:

Customer satisfaction is of great importance for our business activities. Customer satisfaction is especially imperative in the field of Charter flights. We pay particular attention to ensuring that our customers are provided with all the necessary information about the flight as early as possible. In 2014 there were no noticeable complaints. On the contrary, the feedback was very positive. This feedback is both, recognition and motivation for us in order to provide our customers with the highest level of quality and comfort.

6.3 Customer Privacy

G4-PR8 Breaches of customer privacy and loss of customer data

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

During the reporting period there were no justified complaints to our organization about the protection of customer privacy or the violation of data protection.

Goals

As a conclusion of this report we want to present you the main goals that we set us.

Table 38: : Sustainability goals of the organization

Category	Indicator	Goal/Task	Deadline
EC (Economy)	G4-EC1 - Direct economic value generated and distributed	Raising the awareness of the pilots in observing standard procedures, specifications of the aircraft and operations documentation, as well as continuous occupational training on issues of compliance with optimal performance during the flight and its impact on economic factors.	ongoing
EC (Economy)	G4-EC1 - Direct economic value generated and distributed	Preparation of the Company's key economic figures based on GRI G 4.	06 2016
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 2016
EN (Environment)	G4-EN23 - Waste	Inspection of the avoidance of hazardous waste and / or professional waste disposal.	ongoing
EN (Environment)	G4-EN7 - Reductions in the energy requirements for products and services	Continued strengthening of the pilots' awareness about their direct influence on kerosene consumption during flight. Due to the adaptation of standard methods and the use of all possibilities in ensuring a safe and in line with quality service, the pilots influence the energy consumption during operational flight.	ongoing
EN (Environment)	G4-EN17 - Other indirect greenhouse gas (GHG) emissions (Scope 3)	Completion of data collection for the indicator - Daily commuting of employees to the workplace.	-
EN (Environment)	G4-EN17 - Other indirect greenhouse gas (GHG) emissions (Scope 3)	Completion of data collection to the indicator - Business travel.	-
EN (Environment)	G4-EN17 - Other indirect greenhouse gas (GHG) emissions (Scope 3)	Completion of data collection to the indicator - Supplier transport.	-
LA (Labor Practices and Decent Work)	G4-LA9 - Training per employee	Optimization and expansion of data collection broken down by position and activity.	Middle of 2016
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 organization. The crew is, however, at all times dependent on having a good and full cooperation with all other areas of the organization (technology, dispatch, Charter and additional sections). This awareness have to be more enhanced among all employees and should constantly play a role in the ongoing training of all staff.	ongoing
PR (Product Responsibility)	G4-PR2 – Non- compliance with regulations concerning products and services	Raising awareness of pilots, that the knowledge of standards and regulations are the basis for a safe and flexible decision-making, while ensuring concurrently high quality and safe provision of services in the organization.	ongoing
SO (Society)	G4-SO5 - Cases of corruption	Measures on anti-corruption campaign in the organization will be improved.	ongoing
SO (Society)	G4-SO8 - Fines and non-monetary sanctions	Completion of the data collection for the indicator - penalties for violations of laws and regulations.	-

GRI-Index

This Sustainability Report is prepared in accordance with the Core option of the GRI Sustainability Reporting Guidelines

Table 39: Reported Standard Disclosures

No.	Description	Page	Omissions	External audit	UN Global Compact	ISO 26000
Strategy and Analysis						
G4-1	Statement from the most senior decision maker of the organization	5		No	Active: CEO Commitment; Adv.: 19	4.7, 6.2, 7.4.2
UNGC	UN Global Compact Declaration	6		No	Active + Adv.: Declaration of membership	
Organizational Profile						
G4-3	Name of the organization	6		Yes		
G4-4	Primary brands, products, and/or services	6		No		
G4-5	Headquarters	6		Yes		
G4-6	Countries of significant operations	7		No		7.2
G4-7	Nature of ownership and legal form	7		Yes		6.2;7.2
G4-8	Markets served	8	Data is not published	No		6.2;7.2
G4-9	Scale of the organization	9		Yes		7.2
G4-10	Total numbers of employees	9		Yes	Active: 6; Adv.: 6	6.4, 6.4.3
G4-11	Employees covered by collective bargaining agreements	10		No	Active: 6; Adv.: 6	6.4, 6.4.3, 6.4.4, 6.4.5, 6.3.10
G4-12	Organization's supply chain	10	Due to the wide scope of the supply chain and the associated complex data situation, we are 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.	Partially	Adv.: 2	
G4-13	Significant changes regarding size, structure ownership or supply chain	10		Yes	Adv.: 2	
G4-14	Addressing of the precautionary principle	11		No		
G4-15	Sustainability charters, principles or initiatives endorsed	11		No		7.8
G4-16	Memberships of associations	11		No		7.8
Identified Material Aspects and Boundaries						
G4-17	Organizational structure	12		Yes		5.2, 7.3.2 - 7.3.4
G4-18	Method for defining report content and differentiation of aspects	12		No		5.2, 7.3.2 - 7.3.4
G4-19	Identified material aspects	13		No		5.2, 7.3.2 - 7.3.4
G4-20/21	Essential aspects and delineation of aspects within and outside the organization	13		No		5.2, 7.3.2 - 7.3.4
G4-22	Effect of any restatements of information provided	13		No		
G4-23	Changes from previous reporting periods	13		No		

Stakeholder Engagement					
G4-24	Stakeholder groups engaged	14	No	Adv.: 21	5.3
G4-25	Basis for identification and selection of stakeholders with whom to engage	14	No	Adv.: 21	5.3
G4-26	Approach to stakeholder engagement	14	No	Adv.: 21	5.3
G4-27	Key topics and concerns of stakeholder engagement	15	No	Adv.: 21	5.3
Report Profile					
G4-28	Reporting period	16	No		7.5.3
G4-29	Date of most recent previous report	16	No		
G4-30	Reporting cycle	16	No		7.5.3
G4-31	Content point for questions regarding the report or its contents	16	No		
G4-32	GRI Index		No		
G4-33	External assurance of report	16	No	Adv.: External COP Assessment	7.6.2
Governance					
G4-34	Governance structure	17	Yes	Adv.: 1, 20	6.2
Ethics and Integrity					
G4-56	Codes of conduct and codes of ethics	17	No	Active: 10; Adv.: 12-14	4.4

Table 40: Reported Performance indicators

Indicator	Description	Page	Omissions	External audit	UN Global Compact	ISO 26000
EC (Economy)						
G4-DMA	Disclosures on Management Approach "EC (Economy)"	18		No		
Economic Performance						
G4-EC1	Direct economic value generated and distributed	18		No		6.8.1 - 6.8.3, 6.8.7/9
G4-EC2	Opportunities and risks due to climate change	19	We cannot 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		6.5.5
Indirect Economic Impacts						
G4-EC7	Infrastructure investments and services supported	20		No		6.3.9, 6.8.1/2, 6.8.7/9
G4-EC8	Indirect economic impacts	22		No		6.3.9, 6.6.6/7, 6.7.8, 6.8.1/2/5/7/9

Procurement Practices					
G4-EC9	Spending on local suppliers	22	No	Adv.: 2	6.4.3, 6.6.6, 6.8.1/2/7
EN (Environment)					
G4-DMA	Disclosures on Management Approach „EN (Environment)“	22	No		
Materials					
G4-EN1	Materials	22	No	Active: 7,8; Adv.: 15-18	6.5.4
Energy					
G4-EN3	Energy consumption within the organization	23	No	Active: 7,8; Adv.: 9-11	6.5.4
G4-EN5	Energy intensity	24	No	Active: 8; Adv.: 15-18	6.5.4
G4-EN6	Reduction of energy consumption	24	No	Active: 8; Adv.: 15-18	6.5.4/5
G4-EN7	Reductions in energy requirements of products and services	25	No	Active: 8; Adv.: 15-18	6.5.4/5
Water					
G4-EN8	Total water withdrawal	25	No	Active: 7,8; Adv.: 15-18	6.5.4
Biodiversity					
G4-EN11	Operational sites in protected areas	25	No	Active: 8; Adv.: 15-18	6.5.6
Emissions					
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	26	No	Active: 7; Adv.: 15-18	6.5.5
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	27	No	Active: 7; Adv.: 15-18	6.5.5
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	27	No	Active: 7; Adv.: 15-18	6.5.5
G4-EN18	Greenhouse gas (GHG) emissions intensity	28	No	Active: 8; Adv.: 15-18	6.5.5
G4-EN19	Reduction of greenhouse gas (GHG) emissions	28	No	Active: 8, 9; Adv.: 15-18	6.5.5
G4-EN21	NO _x , SO _x and other significant air emissions	29	No	Active: 7, 8; Adv.: 15-18	6.5.3
Effluents and Waste					
G4-EN22	Water discharge	30	No	Active: 8; Adv.: 15-18	6.5.3/4
G4-EN23	Waste	30	No	Active: 8; Adv.: 15-18	6.5.3
G4-EN24	Significant spills	32	No	Active: 8; Adv.: 15-18	6.5.3

Compliance					
G4-EN29	Sanctions for non-compliance with environmental laws	32	No	Active: 8; Adv.: 15-18	4.6
Transport					
G4-EN30	Environmental impacts of transport	33	No	Active: 8; Adv.: 15-18	6.5.4, 6.6.6
Overall					
G4-EN31	Environmental protection expenditures and investments	33	No	Active: 7, 8; Adv.: 15-18	6.5.1/2
Environmental Grievance Mechanisms					
G4-EN34	Formal grievance about environmental impacts	33	No	Active: 7, 8; Adv.: 15-18	6.3.6
LA (Labor Practices and Decent Work)					
G4-DMA	Disclosures on Management Approach "LA (Labor Practices and Decent Work)"	34	No		
Employment					
G4-LA1	Employee overview and development	34	No	Active: 6; Adv.: 6	6.4.3
G4-LA2	Benefits provided	35	No	Adv.: 6	6.4.4, 6.8.7
Occupational Health and Safety					
G4-LA6	Injuries, occupational diseases, lost days and absenteeism	35	Yes	Adv.: 2, 6	6.4.6, 6.8.8
G4-LA7	Diseases related to occupation	36	Yes	Adv.: 6	6.4.6, 6.8.8
Training and Education					
G4-LA9	Training and education per employee	36	Partially	We do not list the trainings and education hours per employee and employee category, as we do not have related detailed data. Active: 6; Adv.: 6	6.4.7
Equal Remuneration for Women and Men					
G4-LA13	Ratio of remuneration of women to men	36	No	No related detailed data is available on this indicator. Active: 6; Adv.: 6	6.3.7/10, 6.4.3/4
Labour Practices Grievance Mechanisms					
G4-LA16	Grievances about labor practices	37	No	Adv.: 6	6.3.6
HR (Human Rights)					
G4-DMA	Disclosures on Management Approach of "HR (Human Rights)"	38	No		
Non-discrimination					
G4-HR3	Incidents of discrimination	38	No	Active: 6; Adv.: 15-18	6.3.6/7/10, 6.4.3
Child Labor					
G4-HR5	Risk of child labor	38	No	Active: 5; Adv.: 2, 15-18	6.3.3/4/5/7/10, 6.6.6, 6.8.4
Forced or Compulsory Labor					
G4-HR6	Risk of forced or compulsory labor	39	No	Active: 4; Adv.: 2, 15-18	6.3.3/4/5/10, 6.6.6

Assessment					
G4-HR9	Examination of the business locations for compliance with human rights	39	No	Active: 1; Adv.: 15-18	6.3.3/4/5
Human Rights Grievance Mechanisms					
G4-HR12	Formal complaints about human rights impact	39	No	Active: 1; Adv.: 15-18	6.3.6
SO (Society)					
G4-DMA	Disclosures on Management Approach "SO (Society)"	40	No		
Local Communities					
G4-SO2	Impacts on local communities	40	No	Active: 1; Adv.: 15-18	6.3.9, 6.5.3, 6.8
Anti-corruption					
G4-SO3	Operations assessed for risks related to corruption	41	No	Active: 10; Adv.: 12-14	6.6.1/2/3
G4-SO4	Communication and training on anti-corruption policies and procedures	41	No	Active: 10; Adv.: 12-14	6.6.1/2/3/6
G4-SO5	Cases of corruption	41	No	Active: 10; Adv.: 12-14	6.6.1/2/3
Public Policy					
G4-SO6	Total value of political contributions	41	No	Active: 10; Adv.: 12-14	6.6.1/2/4
Anti-competitive Behaviour					
G4-SO7	Anti-competitive behaviour or anti-trust and monopoly practices	41	No		6.6.1/2/5/7
Compliance					
G4-SO8	Fines and non-monetary sanctions	42	No		4.6
Grievance Mechanisms for Impacts on Society					
G4-SO11	Grievances about impacts on society	42	No		6.3.3, 6.6.1/2, 6.8.1/2
PR (Product Responsibility)					
G4-DMA	Information about the management approach of "PR (Product Responsibility)"	43	No		
Customer Health and Safety					
G4-PR1	Impacts of products and services for health and safety	43	No		6.7.1/2/4/5, 6.8.8
G4-PR2	Non-compliance with regulations concerning products and services	43	No		4.6, 6.7.1/2/4/5, 6.8.8
Product and Service Labelling					
G4-PR5	Customer satisfaction	44	No		6.7.1/2/6
Customer Privacy					
G4-PR8	Breaches of customer privacy and loss of customer data	44	No		6.7.1/2/7

UN Global Compact "Advanced"

Table 41: 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	9	G4-9	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	38, 39	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 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	39	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	39	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 labor standards	34, 35, 35, 36	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 labor standards	37	G4-LA16	People, who want to seek advice or uncover grievances on labor practices, may do so by a formal complaint procedure which is integrated in our company. This ensures the integration of labor standards.
8	Monitoring and success systems for integration of labor standards	37	G4-LA16	There were no incidents of non-compliance with labor 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	22	G4-EN-DMA	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	33	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	33	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	40	G4-SO-DMA	We set ourselves the goal 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	42	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 organization.
14	Management systems for the integration of anti-corruption	42	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	20	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	Strategic social investments and corporate philanthropy	20	G4-EC7	Through a donation amounting to 85,000 EUR our company has been able to support a project to raise awareness and to protect the population in Senegal in order to prevent the Ebola virus. 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 representation	40	G4-SO-DMA	In case the board is not able to participate in the annual meetings of the German Global Compact Network, a company representative will be sent to attend the meeting.
18	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.
19	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 2015.
20	Dialogue with stakeholders	5	G4-1	Our company is aware of its responsibility its impact on internal and external stakeholders. The organization reaffirms this, through its publication of the sustainability report of FAI rent-a-jet Aktiengesellschaft in 2015.

IMPRINT

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