

Report 2016

FAI Sustainability Report 2016
GRI G4



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STANDARD DISCLOSURES

Strategy and Analysis

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

Dear Readers,

FAI rent-a-jet Aktiengesellschaft is among the leading providers of air ambulance and VIP charter services worldwide and still improves every year in economic, social and environmental fields. FAI stands for individual mobility for its customers and sustainable solutions at the same time.

FAI is one of the 10 largest operators in General Aviation in Europe and the largest business jet operator in Germany. FAI's 20 jet aircraft include three Bombardier Global Express, five Bombardier Challenger 604, nine Learjet 60, two Learjet 55 and one Learjet 35. 4 aircraft of FAI's fleet are providing Special Mission Services for the world's largest NGO.

In 2015 FAI recorded an operational income of approximately € 80 Mio. That's € 6.5 Mio more than in FAI's previous record year 2014. After a seven year Co- Shareholdership with Marfin Investment Group from Greece, Axtmann Holding AG again owns 100% of FAI. Besides the headquarters at Albrecht Dürer Airport Nuremberg (EDDN) FAI operates satellite offices in Dubai and Miami, as well as bases in Baghdad, Bamako and Dakar.

For July 2016 breaking ground is scheduled for FAI's third hangar at Albrecht Dürer Airport. The new hangar, known as Hangar 8, represents an investment of € 6 Mio. and will increase FAI's hangar floor by another 4.500m², bringing the total usable space of the facility to 13.500m², representing one of the largest carbon neutral FBO's in Europe. Hangar 8 should be fully operational by spring of 2017.

Since 2005 FAI is an active member of the United Nation's Global Compact. This membership shows FAI's efforts in economic, social efforts and ecological areas. In July 2015, FAI received the award for being one of the "Bavarian Best 50"-Enterprises of the year for its outstanding increase in sales and employees in recent years. Later that year FAI has been nominated again as one of the finalists of the ITIJ (International Travel & Health Insurance Journal) Air Ambulance Company of the Year awards 2015, after FAI has won this prestigious award in 2012 already.

Corporate responsibility and the reporting of corporate responsibility strategies and programs at FAI continue to be a work in progress. While initiatives and programs, as well as progress from year to year are discussed, we recognize the need to report quantifiable metrics and targets, in particular as they relate to our social performance and economic impact. These are a lot of goals to reach for FAI and we are willing to reach and improve them every year.

Please follow us on our way.

With kind regards

Dr. Siegfried Axtmann
Chairman and CEO

UN Global Compact statement of continued support

UN Global Compact Statement of Continuous Support

Since July 2005 we are an active member of the UN Global Compact and make a continuous efforts towards sustainable development of our Company. By joining 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 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

<i>Brand / Product / Service</i>	<i>Description</i>
Executive Jet Charter	A product for Executives and VIPs and VVIPs demanding a high degree of flexibility and privacy
Air Ambulance	Worldwide transport of patients under intensive care treatment
Critical Missions	Logistical support to government agencies and non-governmental organizations, e.g. in peacekeeping operations
Aircraft Leasing	Short-, medium- and long-term Leases
Aircraft Maintenance	Base and Line Maintenance of Business-Jets
Aircraft Trade	Purchase and sale of aircraft





G4-5 Headquarters

Table 2: Location of organization's headquarters

Information about the headquarters

Street	Flughafenstrasse 124
Post code	90411
City	Nuremberg
Country	Germany

G4-6 Countries of significant operations

Our organisation is active in 10 countries.

Table 3: Countries of operations

<i>Country</i>	<i>Main operations</i>
Germany	Leasing, maintenance and refurbishing of business jets
United Arab Emirates	Liaison office in Dubai, supporting contracts with U.A.E governmental agencies
Senegal	Line Station for UNOWA, Dakar
Cote d'Ivoire	Line Station for ONUCI, Abidjan
Afghanistan	Line Station for UNAMA, Kabul
Mali	Line Station for MINUSMA, Bamako
Uganda	Line Station for UNMISS, Entebbe
Iraq	Line Station for UNAMI, Baghdad
United States of America	Procurement office, purchase and sale of aircraft, spare parts

Countries of key business activities:

FAI rent-a-jet Aktiengesellschaft is operating out of ten (10) countries and has sales offices in Dubai (UAE) and in Miami (FL).

However, in the report - due to its size - only the headquarters in Nuremberg is relevant. The liaison offices and line-bases do not constitute independent branches.

G4-7 Nature of ownership and legal form

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

Table 4: Nature of ownership

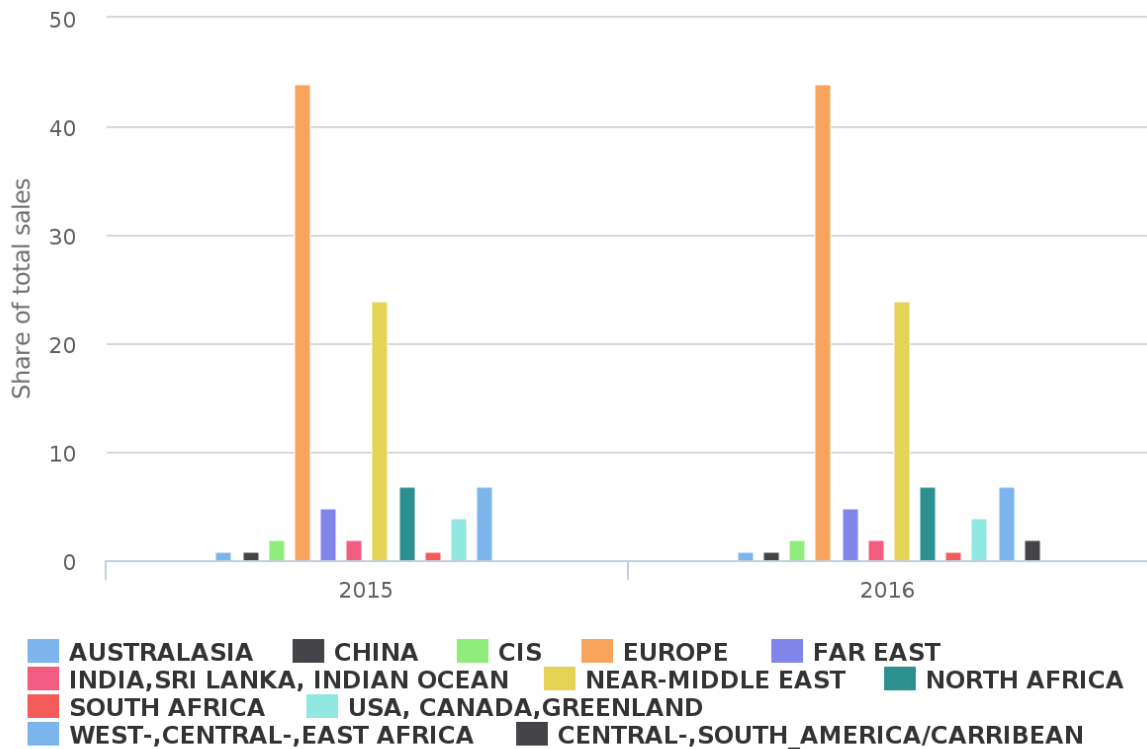
Owner	Share (in %)
Axtmann Holding AG	100.00

G4-8 Markets served

Table 5: 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
AUSTRALASIA	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations , hospitals, corporate clients, private clients Intensive care patients	Intensive care patients	1%
CENTRAL-,SOUTH AMERICA/CARRIBEAN	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations , hospitals, corporate clients, private clients Intensive care patients	Intensive care patients	2%
CHINA	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations , hospitals, corporate clients, private clients Intensive care patients	Intensive care patients	1%
CIS	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations , hospitals, corporate clients, private clients Intensive care patients	Intensive care patients	2%
EUROPE	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations , hospitals, corporate clients, private clients Intensive care patients	Intensive care patients	44%
FAR EAST	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations , hospitals, corporate clients, private clients Intensive care patients	Intensive care patients	5%
INDIA,SRI LANKA, INDIAN OCEAN	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations , hospitals, corporate clients, private clients Intensive care patients	Intensive care patients	2%
NEAR-MIDDLE EAST	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations , hospitals, corporate clients, private clients Intensive care patients	Intensive care patients	24%
NORTH AFRICA	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations , hospitals, corporate clients, private clients Intensive care patients	Intensive care patients	7%
SOUTH AFRICA	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations , hospitals, corporate clients, private clients Intensive care patients	Intensive care patients	1%
USA, CANADA, GREENLAND	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations , hospitals, corporate clients, private clients Intensive care patients	Intensive care patients	4%
WEST-CENTRAL-,EAST AFRICA	Travel insurance, assistance offices, government agencies, health authorities, humanitarian organizations , hospitals, corporate clients, private clients Intensive care patients	Intensive care patients	7%

Chart 1: Markets served



G4-9 Scale of the organization

Table 6: Information on the scale of the organization

Information on the scale of the organization	Values
Number of employees	176
Total number of operations	1
Net sales / revenue (in Euro)	79,458,081
Equity (in Euro)	18,352,274
Debt - Financing (in Euro)	10,876,447
Number of products / services provided	6

G4-10 Total numbers of employees

Table 7: Total number of employees

Category	Number of employees
female	38
male	136
Total number of employees	176

Chart 2: Number of employees

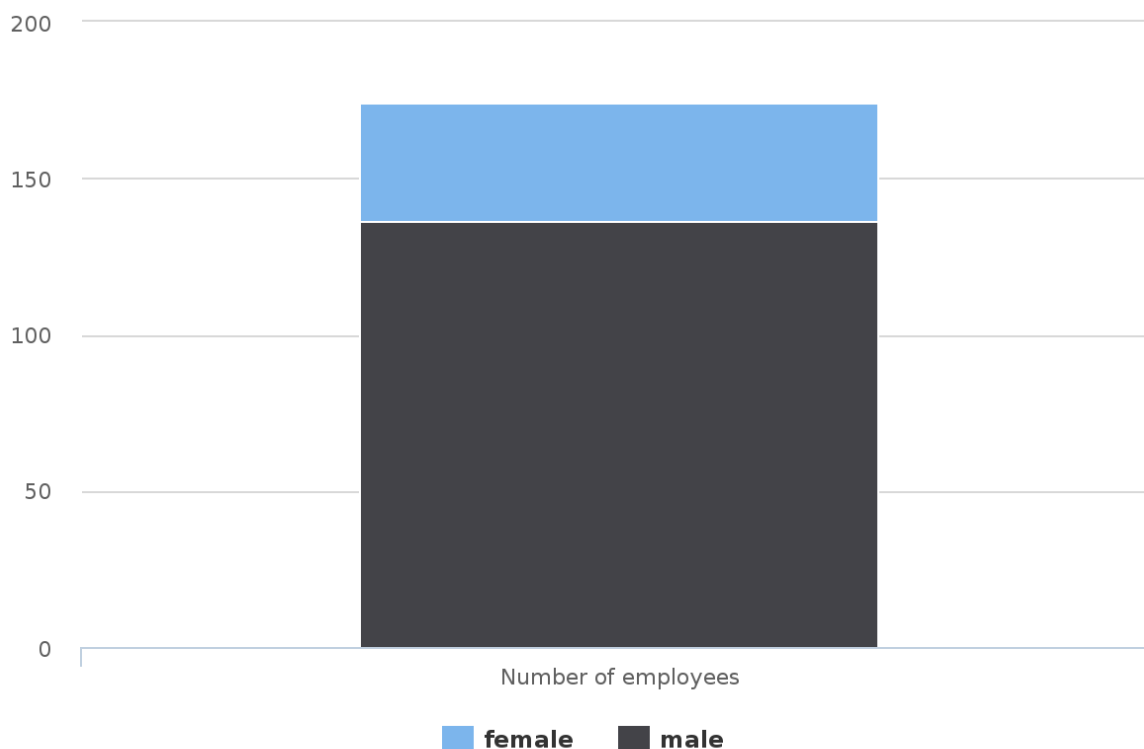


Table 8: Employees by employment contract

Employment type	Number of employees
Permanent contract	
female	38
male	136
Temporary contract	
female	0
male	2
Total number of employees with permanent and temporary contracts	176

Table 9: Employees by employment type

Employment type	Number of employees
Full-time	
female	31
male	138
Part-time	
female	7
male	0
Total number of employees with full-time and part-time status	176

Table 10: Employees by employment relationship

<i>Employment relationship</i>	<i>Number of employees</i>
Employees	
female	38
male	138
Supervised workers	
female	0
male	0

Table 11: Workforce by country / region

<i>Country / region</i>	<i>of which are female</i>	<i>of which are male</i>	<i>Total number of workforce</i>
Germany	34	122	156
Austria	0	2	2
Switzerland	0	1	1
United States of America	0	4	4
France	0	1	1
Hungary	0	1	1
Serbia	1	1	2
Ukraine	3	0	3
Canada	0	1	1
Greece	0	1	1
Algeria	0	1	1
Netherland	0	1	1
Poland	0	1	1
Azerbaijan	0	1	1
Total number of workforce	38	138	176

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 diversity of our freelancers is shown by their various countries of origin.

Including but not limited to: France, Canada, Romania, Serbia, United States, Slovenia and the Czech Republic.

G4-11 Employees covered by collective bargaining agreements

Our organization has no employees covered by collective bargaining agreements.

G4-12 Organization's supply chain

Our organization does not have a supply chain.

We are an air carrier, licensed by the European Aviation Safety Agency (EASA) according to EU-OPS1, our Maintenance Organization (MRO) is certified according to EASA Part 145.

Our air ambulance operations are certified by EURAMI (European Medical Institute).

As a certified airline, we obtain parts only from suppliers providing us with a certificate of origin.

During the reporting period of 2015 we received parts from approximately 740 suppliers, of those 85% came from companies in the United States of America, 7.5% of parts came from Germany, and 2,5% each, came from Holland, France and the United Kingdom.

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.

After an investment of approximately €4.3 m and the completion of Hangar 7 in 2014, with a total created space was increased to well over 9.000m².

Based already at EDDN airport and their variety of available aircraft for short distance charter flights, made the acquisition a perfect fit for all parties involved. As the trend evolves in Europe towards charter of small Jets, we are looking forward to serving our loyal customers with never before seen availability and accessibility to such services.

2015 ended with plans for Hangar 8 with a completion date in spring of 2017, adding an additional 4.500 m² of hangar space, along with a customer departure lounge representing an investment of €6.0 m net.

In July Axtmann Holding AG gained back 100% ownership of FAI after acquisition of a 51 % stake from MIG Aviation Holdings Ltd.

Axtmann Holding purchased a 51 % stake in Fly Alpha GmbH in the summer of 2015.

G4-14 Addressing of the precautionary principle

The precautionary principle 15 of the "Rio Declaration on environment and development" is implemented at the company level 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 12: Externally developed economic, environmental and social charters, principles, or other initiatives subscribed or endorsed

<i>Name</i>	<i>Date of adoption</i>	<i>Countries or operations where applied</i>	<i>Range of stakeholders involved in the development and governance of these initiatives</i>	<i>Bindingness</i>
United Nations Global Compact	07/06/2005	Company wide	Axtmann Holding AG	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 13: Memberships in associations

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

Identified Material Aspects and Boundaries

G4-17 Organizational structure

The following information regarding the specified organizational units can be found in these documents: Information on the consolidated business units can be found within the published available audit report-consolidated financial statements. These are published in the Federal Gazette “Bundesanzeiger” (www.bundesanzeiger.de). Please Enter “FAI” as a search term.

The Company is managed by the Executive Board, consisting of four (4) executive members. The Executive Board is responsible for all decisions regarding economic, environmental and social impacts.

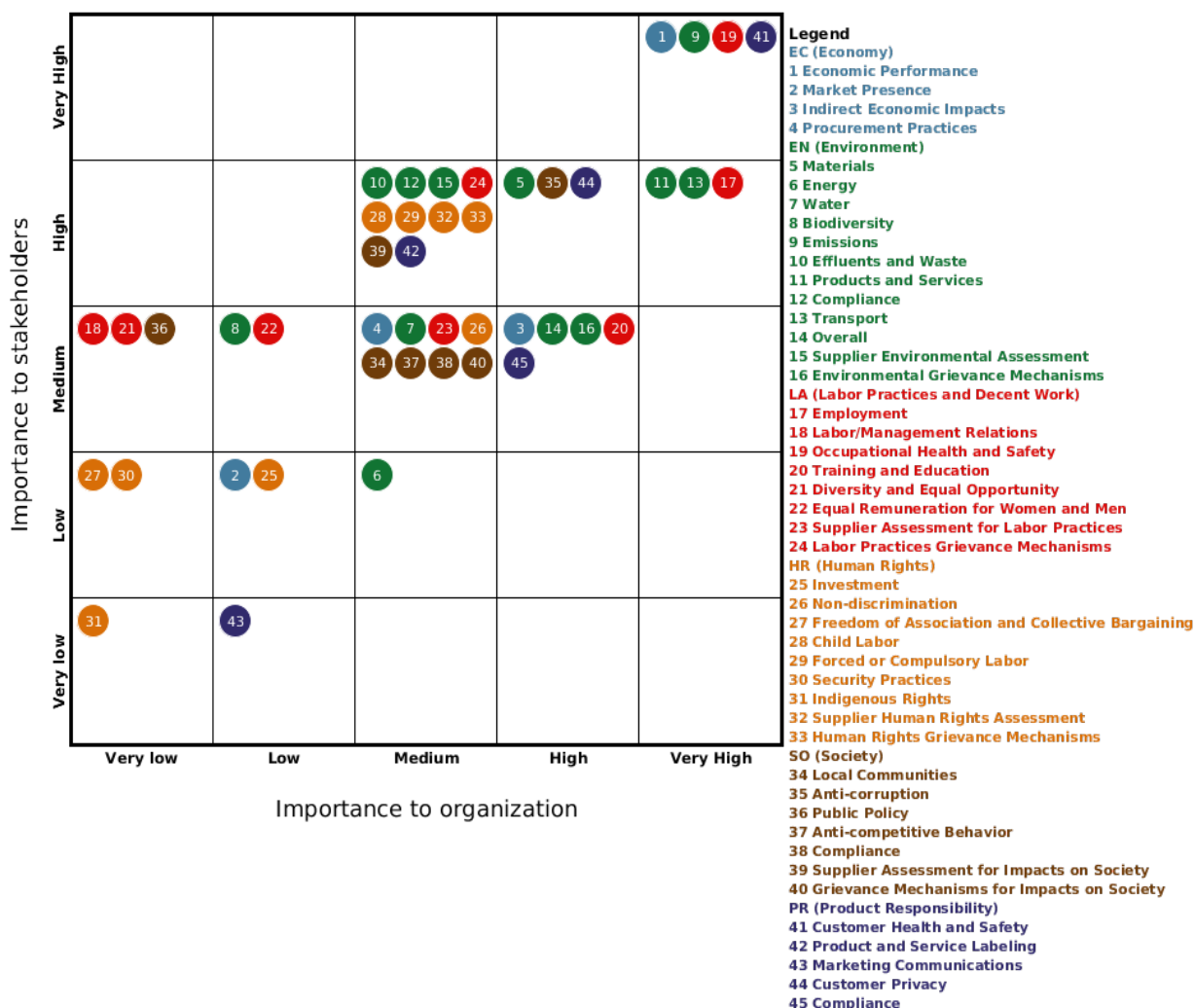
G4-18 Method for defining report content and differentiation of aspects

Process for defining the report contents and aspect boundaries:

In order to define the material aspects and boundaries of the report, we used as a foundation the quick check of the sustainability software 360report. In the first step, we evaluated the data base in the GRI stakeholder survey of the sector air transportation (primarily passenger air transportation), in order to take the size of FAI rent-a-jet Aktiengesellschaft into account.

In the second step, we adapted the materiality matrix using an initial selection of indicators and aspects. 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 Members of the Board. Once the materiality was defined, 360report answered and worked on the questionnaires. This was done in close collaboration with departments of Human Resources, Operations, Accounting as well as other staff members and the experts from 360report. Aspects and indicators, whose materiality was classified as low or very low and 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 “material” classified aspects for the entire company located in Nuremberg are of importance. Regarding the communication with the stakeholders it is important to us to continuously improve our annual Communication on Progress. In addition, we have been reporting to our shareholder for many years pursuant with the 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.

FAI-rent-a-jet Aktiengesellschaft has published a sustainability report in previous years. As this report becomes more detailed, 360report software gave us the opportunity to comply with this.

G4-23 Changes from previous reporting periods

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

Please also refer 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 stakeholders involved.

Table 14: Involved Stakeholders

<i>Stakeholder</i>	<i>Topics</i>
Executive Board	All material aspects
Individual Employees	The specific aspects for which the individual staff member carries out the data collection

There was great engagement from employees and stakeholders alike during the time of data collection.

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 management is the driving force associated with the subject of sustainability. During the discussion about material aspects and indicators additional employees were gradually involved in 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 15: Types of stakeholder involvement

<i>Methods of involvement</i>	<i>Stakeholder groups</i>	<i>Frequency of involvement</i>
In a transparent and continuous dialog process	various staff members	several times in the course of the reporting time

Stakeholder involvement occurred not only as part of the report's preparation process but also independently.

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

G4-27 Key topics and concerns of stakeholder engagement

Table 16: Key topics and concerns raised during stakeholder involvement

<i>Topic / concern</i>	<i>Stakeholder groups approached</i>	<i>Response of the organization</i>
Labor Practices	Human Resources	see matrix G4-19
Customer Satisfaction	Customers	see matrix G4-19
Product Responsibility	Charter	see matrix G4-19
Human Rights	Management	see matrix G4-19
Environment	Management	see matrix G4-19
Economic Performance	Management Accounting	see matrix G4-19

Employees from several departments including upper management, human resources, accounting, charter and engineering were involved in the preparation of this report. Their involvement was of great importance for the completion of this report.

Report Profile

G4-28 Reporting period

The information shown in the report covers the fiscal year from Jan 01, 2015 to Dec 31, 2015.

G4-29 Date of most recent previous report

The last sustainability report was created in the year 2015 for 2014.

G4-30 Reporting cycle

Our report is published at periods of one year.

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

Table 17: Contact person

<i>Title</i>	<i>Full name</i>	<i>Department</i>	<i>E-mail</i>	<i>Phone</i>
Mrs.	Petra Polster	Personal Assistant to Chairman	petra.polster@fai.ag	+4991136009-13

G4-33 External assurance of the report

The sustainability report has not been externally audited.

Governance

G4-34 Governance structure

Our organization has the following governing bodies and committees in the governance structure: The Board consists of four (4) Executive Board members and the Supervisory Board with three (3) members.

The following committees are responsible for decision-making with economic, environmental and social impact: Executive 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 18: Values, principles and standards of conduct and norms

<i>Value / principle / standard of conduct and norm</i>	<i>Name</i>	<i>Description</i>
Principle	Employee Contract	Employment contracts are drafted by our legal department as well as overseen by our Human Resource Department
Standard of conduct and norm	Code of Conduct	Distribution by the Quality Management Team and as such is issued to each new employee on their first day of work

There are regular training courses held in terms of values, principles and standards of conduct and norms for members of the governance board, our employees and business partners. New stakeholders are required to read and sign off for our principles, standards of conduct and norms. These include members of the governance board, our employees and business partners. The person in the following position is responsible for the values, principles and standards of conduct and norms Head of Human Resources and Legal together with the staff members employed in this department.

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.

In terms of values, principles and standards of conduct and norms we are continuously training our employees. New stakeholders are required to read our principles, standard 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 ongoing process of development and formulation of values, principles and standards of conduct and norms.

PERFORMANCE INDICATORS

EC (ECONOMY)

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

As a leading provider of air ambulance flights, VIP-Charter, aircraft management and maintenance we are challenged by our client’s future-oriented solutions for sustainable individual mobility. According to our conviction to act responsible and the combined social acceptance this creates increasingly the condition for each enterprise to be economically successful, now and in the future.

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

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 internal data management system previously used, the economic business figures required by GRI G4 were not yet available in this format.

We will adjust the system to be able to generate these business figures in the near future in the appropriate format.

The EVG&D cannot be allocated by national, regional or market level. The reason being that the percentage of local supply options depend on routes flown in the air 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 rent-a-jet Aktiengesellschaft does not operate in the classic energy-intensive industries, however, ranks among a growing sector with raising 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 changes, as we have to pay for higher energy and raw material prices, which in turn result in higher demands on energy management. Nevertheless, we have a CO₂ strategy, which is explained in more depth in the environment section of this report.

We are unable to provide information on a systematic and database-supported analysis of the financial consequences of climate change.

Market Presence

G4-EC5 Ratios of standard entry level wage by gender compared to local minimum wage

Ratios of standard entry level wage by gender compared to local minimum wage at significant business locations

FAI rent-a-jet Aktiengesellschaft wages are based on the employee's ability, engagement, job performance and commitment. There is no gender bias regarding pay scale, and everyone is paid above minimum wage.

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 19: Investments in infrastructure or services supported

<i>Description</i>	<i>Previous needs analysis performed</i>	<i>Type of investment</i>	<i>Cost in Euro</i>	<i>Duration</i>
Universitätsklinikum Schleswig Holstein	yes	Monetary donation	9,650	one time
Kinder in Not	yes	Monetary donation	30,000	one time
Alexander v.Humboldt Stiftung	yes	Monetary donation	3,000	one time
Nürnberger Tafel	yes	Monetary donation	5,000	one time
Bayrisches Rotes Kreuz	yes	Monetary donation	5,000	one time

One of the Foundation close to our heart, here at FAI rent-a-jet Aktiengesellschaft is "Kinder in Not". The foundation is committed to making the world a better place for girls and young woman alike. Not only does the foundation provide shelter, schools and medical services for children and woman in need, but also teaches them how important education and vaccinations are. It provides this new generation of girls with a safe haven away from mental as well as physical abuse, takes them away from child labor and arranged marriages. It teaches these moms, sisters, and daughters that a world full of chances is available to them and their future generations.

Other donation were made in 2015 as well, including the "Tafel Nürnberg" a service organized by the city of Nuremberg for the ever growing population of low income households. The "Tafel Nürnberg" allows families in need to collect perishable and non-perishable foods in order to provide healthy food choices to their families.

The sum of all investments and grants made during the reporting period is approximately 0.7 % of our organization's turnover during the same period.

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 planning to introduce such a policy either. Even with such policy in place the main suppliers for aircraft parts and services are the United States, France and the UK.

EN (ENVIRONMENT)

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

Sustainability has many facets. From environmental protection to aid for people in need, social commitment is firmly anchored in the philosophy of FAI rent-a-jet Aktiengesellschaft. We contribute our part and consider ourselves proactive corporate citizens. We are especially engaged in regions which are relevant to us and our business activities.

For example our annual CO₂ emissions project aims to be a reliable partner for that particular community for years to come.

Due to the CO₂ emissions offset-project, our headquarters in Nuremberg will be carbon neutral. This important step is our contribution to environmental protection. Following our “Code of Conduct”, we commit ourselves to act responsible towards our environment for generations to come.

Materials

G4-EN1 Materials

Materials used by weight or volume

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

Table 20: Operating supplies used

<i>Operating supplies</i>	<i>Amount</i>	<i>Unit</i>	<i>Origin</i>	<i>Renewability</i>	<i>Measuring method</i>
Mobil Oil 254	650.00	l	external	non-renewable	estimate
AREO HF Oil	900.00	l	external	non-renewable	estimate
Prist Oil	380.00	l	external	non-renewable	estimate
Grease/Schmierfette	82.00	kg	external	non-renewable	estimate
Turbo 2380 Oil	563.00	l	external	non-renewable	estimate
Butanol	120.00	l	external	non-renewable	estimate
Isopropylalkohol	160.00	l	external	non-renewable	estimate
Various Sprays (Kantaktspray,PTFE,Lacke)	325.00	kg	external	non-renewable	estimate

Table 21: Total weight of renewable and non-renewable materials used

<i>Material</i>	<i>Weight</i>
Total weight of renewable material (in t)	0.00
Total weight of non-renewable material (in t)	2.84

Our organization uses the following estimation methods:

Calculation of consumption levels of the average order amounts of all used supplies.

Energy

G4-EN3 Energy consumption within the organization

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

Table 22: Consumption of fuels broken down by fuel type

<i>Energy source</i>	<i>Energy (GJ)</i>
Renewable energy sources	
Biogas	641.34
Bioethanol	46.41
Biodiesel	100.83
Non-renewable energy sources	
Petrol	881.85
Diesel	1,339.60
Aviation turbine fuel (Jet A / Jet A-1)	1,470,093.69
Total direct energy consumption	1,473,103.72

Table 23: Total amount of indirect energy consumption differentiated by indirect renewable and indirect non-renewable energy sources in Gigajoule (GJ)

<i>Energy source</i>	<i>Energy (GJ)</i>
Renewable energy sources	
Electricity	623.17
Non-renewable energy sources	
Electricity	0.00
Total indirect energy consumption	623.17

Table 24: Total amount of self-generated energy broken down by renewable and non-renewable energy source

<i>Energy source</i>	<i>Energy (GJ)</i>
Renewable energy source	
Electricity	2,219.85
Total energy produced	2,219.85

Table 25: Total amount of energy sold broken down by energy source

<i>Energy source</i>	<i>Energy (GJ)</i>
Renewable energy sources	
Electricity	1,596.68
Non-renewable energy sources	
Electricity	0.00
Total energy sold	1,596.68

Table 26: Total amount of energy consumption within the organization broken down by renewable and non-renewable energy source

<i>Energy type</i>	<i>Total (GJ)</i>	<i>of which renewable (GJ)</i>	<i>of which non-renewable (GJ)</i>
Purchased	969,035.59	8,553.98	967,623.84
Produced	2,219.85	2,219.85	0.00
Sold	1,596.68	1,596.68	0.00
Total energy consumption within the organization	969,658.76	9,177.15	967,623.84

Total amount of self-generated and sold energy for the reporting year 2015 (113.511,50 Kwh)
408,63 GJ.

The energy generated originates from FAI's own photovoltaic system on the roof of "Hangar 6". In the previous reporting year 2014 it generated 110,346.50 Kwh which was channelled into the grid of the "Flughafen Nürnberg Energie GmbH".

2015 the second phase of the photovoltaic system was completed, at an investment cost of approximately €252.000,00.

G4-EN5 Energy intensity

Table 27: Energy intensities

<i>Amount of energy</i>	<i>Unit energy</i>	<i>Affected types of energy</i>	<i>Value reference size</i>	<i>Unit reference size</i>	<i>Energy intensity</i>	<i>Unit Result</i>
13,645,838.00	l	Kerosene	11,877.00	flight hours	1,148.93	l Kerosene/flight hour



G4-EN6 Reduction of energy consumption

Table 28: Initiatives to reduce energy consumption

<i>Initiative</i>	<i>Reduction (in GJ)</i>	<i>Types of energy affected</i>	<i>Base year / reference size</i>	<i>Standards, methods and assumptions</i>
Improved methods, optimal design of the flights .	200.00	Kerosene	2015	Establishing standard procedures for the design of flight segments with the greatest fuel consumption, such as climb or longer horizontal flight segments during the climb phase.
Changed employee behaviour in compliance with standard procedures, especially the optimal cruising method	150.00	Kerosene	2015	Choosing the ideal flight plan compliance with these procedures by all crews
Examination of the flight schedules, Check the flight plans , avoid planning mistakes and detour plans by the crews and timely correction of errors	200.00	Kerosene	2015	Review of the flight schedule by crew and timely corrections as needed
Specifications of standardized "extra fuel-quantity", to prevent excessive aircraft weight	200.00	Kerosene	2015	Compliance with the definition of standardized " Extra Fuel quantities " of 500lbs and 1000lbs depending on the aircraft type, thus avoiding excessive weight configurations . This reduces the fuel consumption for flights Partial refueling
Flying with LJ60 with a further reach within the ambulance operations und replacement of older aircrafts and avoidance of landings for fuel purposes only	530.00	Kerosene	2015	Reduction of necessary stopovers for refuelling purposes by approximately 100 landings , thus saving an additional fuel consumption for a climb of around 150 liters of kerosene per saved stopover in 2015 results in a saving of 15,000 liters of kerosene .l.
Singling out of four older aircraft and replacement by LJ 60 aircraft with more efficient engines and a wider range	100.00	Kerosene	2015	With savings per aircraft and 1000 passenger kilometers by approximately 1 liter of kerosene produces at 3666 flight hours (percentage of flight hours of LJ35 and LJ55) in 2015, resulting in a saving of around 2,820 liters of kerosene .

Precise data on kerosene savings is difficult to retrieve and analyse. 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.

Thanks to the great performance of our technicians, the flight crews and routing planners we were able to save approximately 17.820 liters of fuel in the reporting period for 2015.

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

Savings by feeding green electricity into a national grid:

The supply of the photovoltaic energy system from "Hanger 6 & 7" and their performance in 2015 are used as references thereafter.

Water

G4-EN8 Total water withdrawal

Total water withdrawal by source

The following standards were applied in the measurement:

During the reporting period 2015 a total of 663 m³ of water usage was measured by the calibrated water meter supplied by the Flughafen Nürnberg GmbH.

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 29: 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 km ²)
Nuremberg	Airport - Hangar 6	Headquarters	No	Adjacent to a protected area	0.14
Nuremberg	Airport - Hangar 7	Headquarters	No	Adjacent to a protected area	0.14

Table 30: Biodiversity of locations listed in previous table

Location name	Attribute of the area	Protected status	Name of the area
Nuremberg	Terrestrial	Protected forestry	Landscape protection area "Kraftshofer Forest"
Nuremberg	Terrestrial	Natura 2000 (FFH area / European bird sanctuary)	Bird Sactuary "Nürnberger Reichswald"
Nuremberg	Terrestrial	Legally protected biotope	Biotope "Marienberg"

Emissions

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

Our organization calculates the entire Scope 1 CO₂ emissions with 360report. The emission factors used by 360report are mainly those of DEFRA (Department for Environment, Food and Rural Affairs), but also of GEMIS (Global Emission model integrated systems) and IFEU Institute.

Results of the input or calculated Scope 1 CO₂ emissions are shown here.

Table 31: Scope 1 CO₂e emissions

Emission source	t CO ₂ e	Percentage (%)
Company owned cars	77.06	0.2%
Company owned airplanes	34,644.74	99.7%
Air conditioning installations	12.67	0.0%
Production of energy from renewable energy sources	0.00	0.0%
Total	34,734.47	100.0%



Table 32: Methods of data collection of direct CO₂e emissions (Scope 1)

<i>Emission source</i>	<i>Methodologies for data acquisition</i>
Company owned vehicles	Calculation based on site-specific data
Company owned airplanes	Mass balance calculations
Air conditioning	Calculation based on published criteria

Reporting period

The data shown in the CO₂-balance and corresponding indicators refer to the period from Jan 01, 2015 to Dec 31, 2015.

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:

Table 33: Included locations of the organization

<i>Name</i>	<i>Location</i>	<i>Department</i>
FAI rent-a-jet Aktiengesellschaft	Nuremberg	Various departments

Furthermore, decision about if and in positive case which subsidiaries are included into the CO₂-balance. The organization has subsidiaries but these are not included in the CO₂-balance.

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

Our organization calculates the entire Scope 2 CO₂ emissions with 360report. The emission factors of 360report are mainly the emission factors of DEFRA (Department for Environment, Food and Rural Affairs), but also of GEMIS (Global Emission model integrated systems) and the IFEU Institute.

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

Table 34: Scope 2 CO₂e emissions

<i>Emission source</i>	<i>t CO₂e</i>	<i>Percentage (%)</i>
Electricity	290.89	92.63%
District heating	23.15	7.37%
Total	314.04	100.00%

Table 35: Energy GHG

<i>Emission source</i>	<i>t CO₂e</i>
Electricity	290.89
District heating	23.15
Total	314.04

Table 36: Energy GHG

<i>Emission source</i>	<i>t CO₂e</i>
Electricity	290.89
District heating	23.15
Total	314.04

Chart 3: Energy GHG

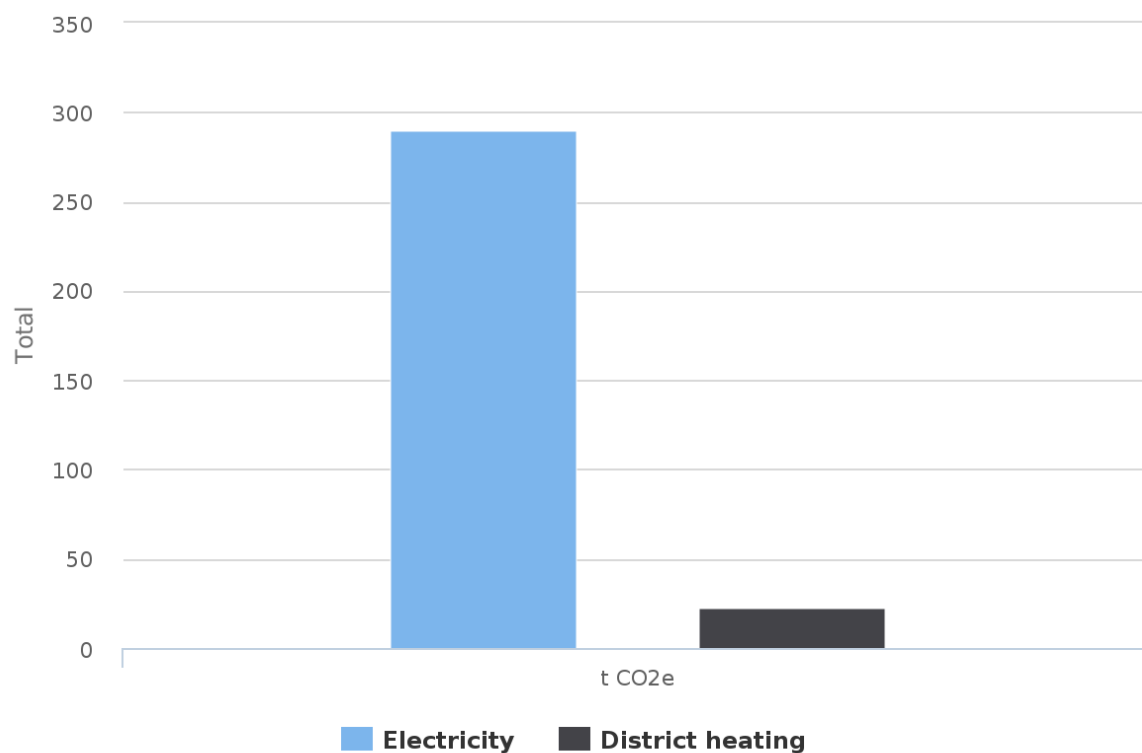


Table 37: Methods of data collection of direct CO₂e emissions (Scope 2)

<i>Emission source</i>	<i>Methodologies for data acquisition</i>
Stationary combustion	Calculation based on published criteria

Reporting period

The data shown in the CO₂-balance and corresponding indicators refer to the period from Jan 01, 2015 to Dec 31, 2015.

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:

Table 38: Included locations of the organization

<i>Name</i>	<i>Location</i>	<i>Department</i>
FAI rent-a-jet Aktiengesellschaft	Nürnberg	Various departments

Furthermore, decision about if and in positive case which subsidiaries are included into the CO₂-balance. The organization has subsidiaries but these are not included in the CO₂-balance.

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

Our organization calculates the entire Scope 3 CO₂ emissions with 360report. The emission factors of 360report are mainly the emission factors of DEFRA (Department for Environment, Food and Rural Affairs), but also of GEMIS (Global Emission model integrated systems) and the IFEU Institute.

Results of the input or calculated Scope 3 CO₂ emissions are shown here.

Table 39: Scope 3 CO₂e emissions

<i>Emission source</i>	<i>t CO₂e</i>	<i>Percentage (%)</i>
Paper	4.54	0.06%
Water	0.70	0.01%
Waste	51.87	0.71%
Indirect emissions from fuel and energy consumption in Scope 1 and Scope 2	7,224.62	99.22%
Total	7,281.73	100.00%

Table 40:

<i>Emission source</i>	<i>t CO₂e</i>	<i>Percentage (%)</i>
Paper	4.54	0.06%
Water	0.70	0.01%
Waste	51.87	0.71%
Indirect emissions from fuel and energy consumption in Scope 1 and Scope 2	7,224.62	99.22%
Total	7,281.73	100.00%

Table 41: Methods of data collection for direct CO₂e emissions (Scope 3)

<i>Emission source</i>	<i>Method of data acquisition</i>
Waste	Mass balance calculations
Paper	Estimation
Water	Calculation based on site-specific data

Reporting period

The data shown in the CO₂-balance and corresponding indicators refer to the period from Jan 01, 2015 to Dec 31, 2015.

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:

Table 42: Included locations of the organization

Name	Location	Department
FAI rent-a-jet Aktiengesellschaft	Nuremberg	Various departments

Furthermore, decision about if and in positive case which subsidiaries are included into the CO₂-balance. The organization has subsidiaries but these are not included in the CO₂-balance.

G4-EN18 Greenhouse gas (GHG) emissions intensity

Table 43: CO₂ emission intensities

CO ₂ e emissions (in t)	Included types of GHG	Reference value	Units for reference value	Emission intensity	Units for result
34,926.08	Scope 1	11,877.00	flight hours	2.94	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 are listed in the next table:

Table 44: Initiatives to reduce GHG emissions

Initiative	Reduction (in t)	Affected GHG	Type of GHG	Base year / reference	Standards, methods and assumptions
Wind Farm Project	544.00	CO ₂	Scope 1+2+3	2015	Gold Standard Project

This year the Gold Standard Project chosen is Akbük 31.5 MW Wind Farm Project in the region of Aydin Province, Didim District in Turkey. The wind turbines with a hub height of 79 meters were purchased from India's largest wind turbine manufacturer and will generate an electricity output of 2100 kW and are the first of its kind in Turkey. The initial project included the construction of 2.7 km of new transmission line to establish a connection between the project and the national grid.

Being a renewable electricity project not only will there be a reduction of CO₂ but also of greenhouse gasses (GHG).

The expected operational lifetime on this project which was initiated in 2008 is approx. 50 years.

Akbük Wind Farm generates approx. 105 Gwh per annum to the Turkish national grid with an emission reduction of approx. 67.570 tons of CO₂ per year. The Estimated reduction in the last eight years was 472.999 tCO₂.

Previously a project in Mali and Turkey both Gold Standards as well, were chosen for our contribution for 2013 and 2014.

ZUKUNFTSWERK

Bestätigung No. 50361
FAI rent-a-jet AG

hat zum Ausgleich von CO2-Emissionen des Hangars
im Geschäftsjahr 2015 CO2-Emissionsrechte i.H.v.

544,0 Tonnen

aus dem Klimaschutzprojekt Akbuk Wind Farm, Windkraftprojekt Türkei,
Gold Standard VER, erworben und stillgelegt.

Starnberg, 9.6.2016
ORT, DATUM



<http://zukunftswerk.org/CO2-50361>
LINK ZUR PROJEKTSEITE

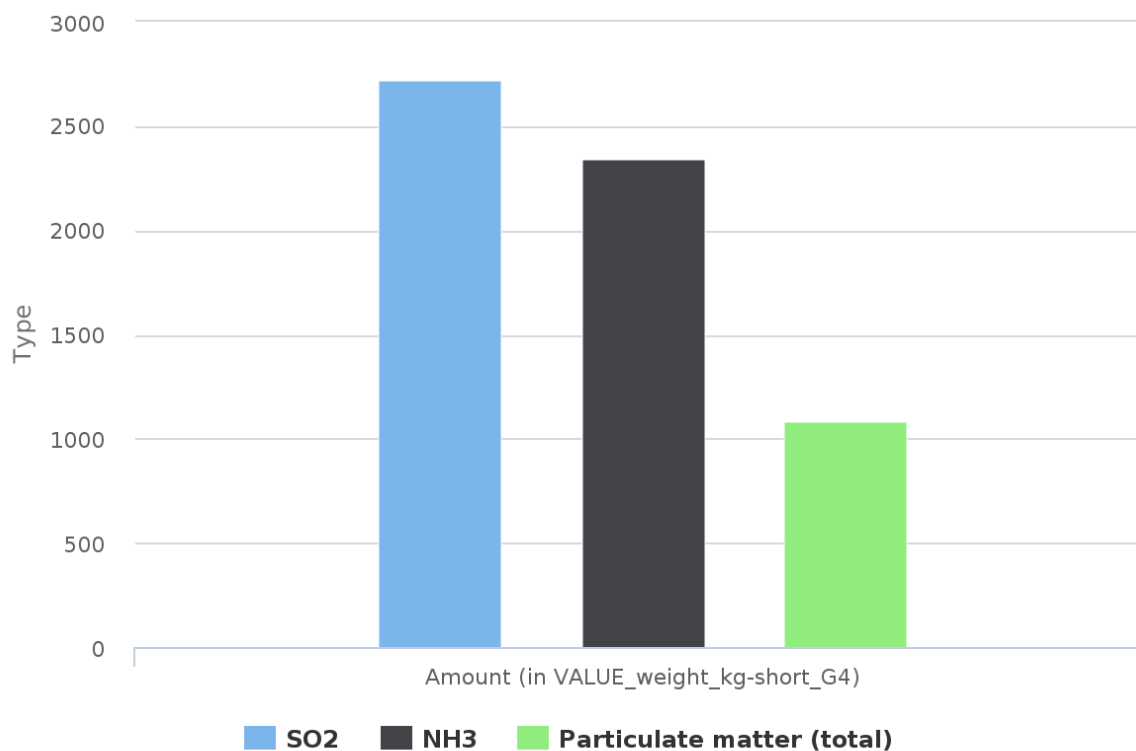
G4-EN21 NO_x, SO_x and other significant air emissions

Our organization emits significant air emissions.

Table 45: Significant air emissions

Type of air emission	Amount (in kg)	Method of calculation	Used standards, methods and assumptions
SO ₂	2,729.00	Calculation based on standard data	based on published criteria
NH ₃	2,347.00	Calculation based on standard data	based on published criteria
Particulate matter (total)	1,092.00	Calculation based on standard data	based on published criteria
Total of air emissions	6,168.00		

Chart 4: Emissions



Air emissions calculations are based on kerosene consumption. This was multiplied by emission factors for kerosene published by the German Federal Environment Agency. In 2012 with the study "Entwicklung eines Modells zur Berechnung der Energieeinsätze und Emissionen des zivilen Flugverkehrs-TREMOT AV" [<< Development of a model for calculating energy consumption and emissions of civil aviation-TREMOT=Transport Emission EstimateModel>>]

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 46: Waste water discharges by location, destination and treatment

Location	Volume (in m ³)	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				

Source	Quantity (megaliters / year)	How does total water withdrawals for this source compare to the last reporting year?	Comment
Fresh surface water	0.00	Not applicable	not applicable
Brackish surface water/seawater	0.00	Not applicable	not applicable
Groundwater	0.00	Not applicable	not applicable
Municipal treatment plant	0.66	About the same	not applicable
Total	0.66		

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

We have used the following standards, methods and assumptions: The final numbers for the usage of water was compiled from an annual bill from the Albrecht Dürer Airport Nürnberg.

There are no other standard wastewater quality parameters available in our organization
Water is an increasingly scarce natural resource, and we as a company are aware of the impact we as a unit can have. In all of our facilities water savers are in place to reduce our daily use of fresh water.

G4-EN23 Waste

Total weight of waste by type and disposal method

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

Table 47: Non-hazardous waste by type and disposal method

Waste type	Amount (in t)	Method of disposal	Information on method of disposal
Paper / cardboard	3.90	Recycling	Information provided by the waste disposal contractor
Batteries	0.50	Recycling	Information provided by the waste disposal contractor
Wastes not otherwise specified in the list (WCN 16)	2.43	Recycling	Information provided by the waste disposal contractor
Municipal wastes including separately collected fractions (WCN 20)	260.00	Recycling	Information provided by the waste disposal contractor
Total of non-hazardous waste	266.83		



Table 48: Non-Hazardous Waste

Waste type	Method of disposal	Information on method of disposal	2014	2015	2016	Change 2014 - 2016
Paper / cardboard	Recycling	Information provided by the waste disposal contractor		3.90	3.90	100%
Batteries	Recycling	Information provided by the waste disposal contractor		0.50	0.50	100%
Wastes not otherwise specified in the list (WCN 16)	Recycling	Information provided by the waste disposal contractor		2.43	2.43	100%
Municipal wastes including separately collected fractions (WCN 20)	Recycling	Information provided by the waste disposal contractor		260.00	260.00	100%
Total of non-hazardous waste				266.83	266.83	100%

Chart 5: Non Hazardous Waste

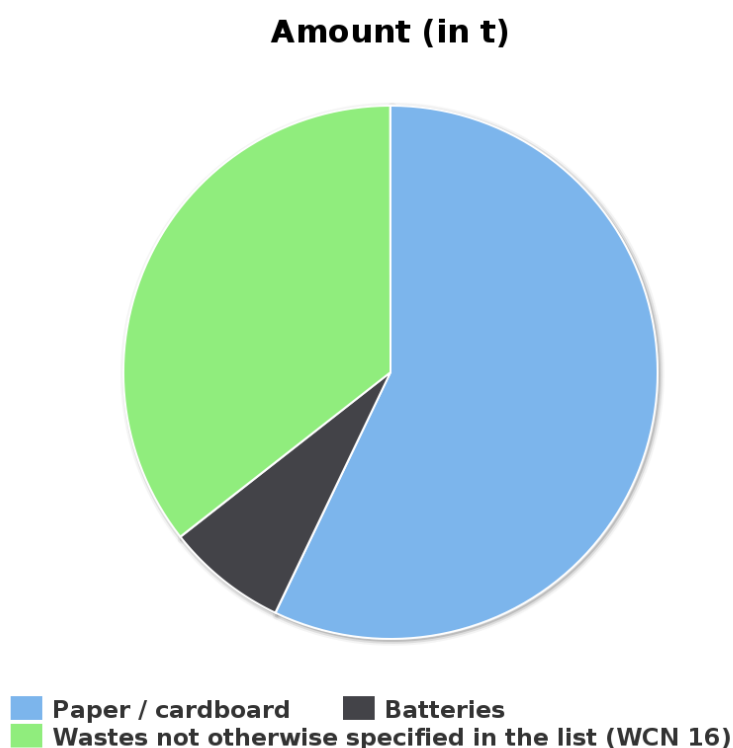
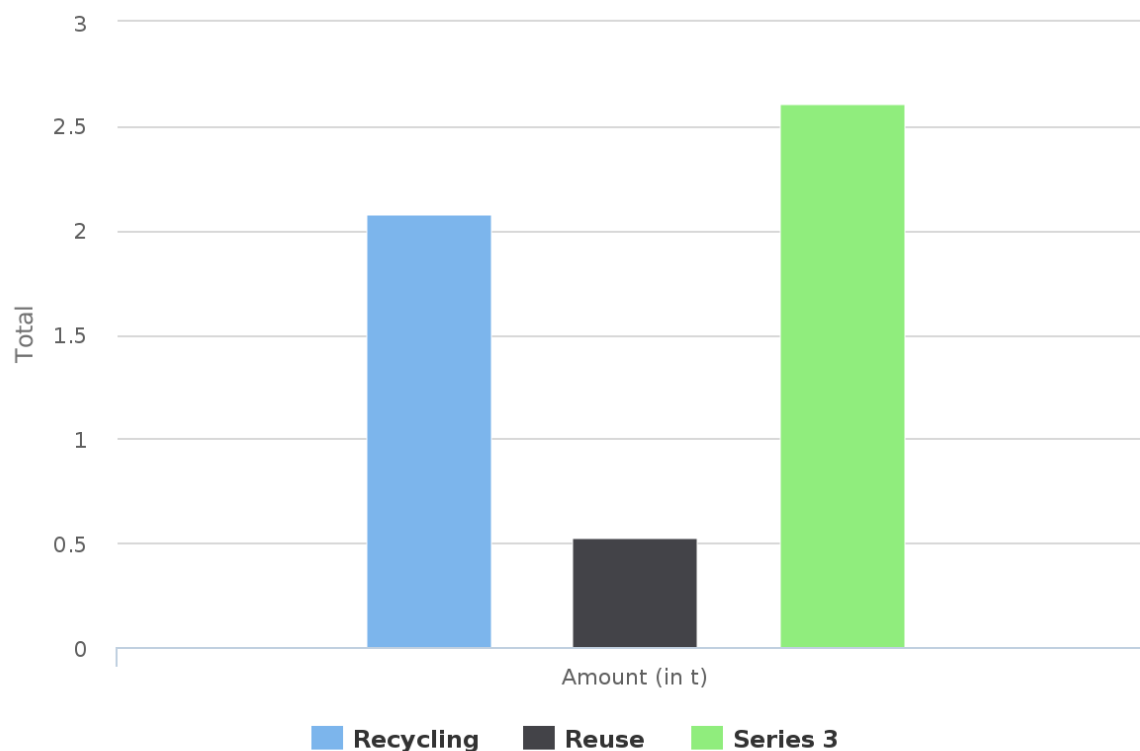


Table 49: Hazardous waste by type and disposal method

Waste type	Amount (in t)	Method of disposal	Information on method of disposal
Oil wastes and wastes of liquid fuels (except edible oils) (WCN 12)	1.96	Recycling	Information provided by the waste disposal contractor
Waste organic solvents, refrigerants and propellants (WCN 14)	0.12	Recycling	Information provided by the waste disposal contractor
Packaging waste	0.53	Reuse	No information available
Total of hazardous waste	2.61		

Chart 6: Non Hazardous Waste



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 paper from the offices, kitchens, etc.

Unfortunately, no exact figures are available concerning the amount and composition. Therefore, the daily volume of around 6 bags with a volume of 240 liters each, composition and hence the weight is an estimate. National and local regulations are exceeded by our company and annually we continue to keep waste to a minimum.

G4-EN24 Significant spills

Total number and volume of significant spills

For the reporting time 2015 FAI-rent-jet Aktiengesellschaft had no incidents in which environmentally harmful substances were released.

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

Our organization has violated no environmental laws or regulations in the period under review.

No environmental laws or regulations were infringed by FAI rent-a-jet Aktiengesellschaft during the reporting time period.

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: >13.645.838 liter 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 operation. There is unfortunately no limitation of transport to be expected with regard to 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 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 aircrafts according to the "Noise Abatement Procedures" to reduce noise pollution.

Supplier Environmental Assessment

G4-EN32 New suppliers screened on the basis of ecological criteria

Percentage of new suppliers that were screened using environmental criteria

Due to the wide scope of the supply chain and the associated complex data we are not able to estimate the impact other supplies have on the environment at this point of reporting. Our hope for the future is that all suppliers we are using will conform to the Global Compact list of requirements.

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 regarding the urgency of these tasks.

In our company, there is a formal complaint procedure concerning environmental impact. This is possible via an anonymous complaint box next to the human resource department.

During the reporting period no formal complaints were filed.

LA (LABOR PRACTICES AND DECENT WORK)

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 50: 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	176	47	27%	57	26%
By gender					
female	38	9	24%	9	19%
male	136	38	29%	48	28%
Age group					
< 30 years	36	13	37%	14	29%
30 - 50 years	138	26	20%	36	22%
> 50 years	33	8	24%	7	17%



Table 51: Workforce by country / region

Country / region	Number of staff by region	Number of joiners	Joining rate (%)	Number of leavers	Turnover rate (%)
Germany	176	47	27%	57	26%
Total number of employees	176	47		57	

G4-LA2 Benefits provided

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

We provide our full-time employees with company benefits. The company benefits are the same for all significant business locations.

Our organization provides full-time employees with the following standard company benefits: Life insurance, Health care, Maternity or paternity leave and Retirement pension.

Our employees with fixed-term or part-time work contracts are granted the same benefits as full-time employees.

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

We offer our employees various standard company benefits. Furthermore, our company provides to its employees the following company benefits:

Sunday, night and legal holiday surcharges, as well as various insurance benefits, such as an international health insurance, accident insurance and life insurance. Additionally, an annual bonus equal to one month's salary is paid in November as a holiday pay. Employees, who are responsible for the maintenance of the aircraft fleet, receive work clothes and their personal protective equipment. Employees, who are stationed abroad, receive additionally to an allowance for expenditures on lodging also a hazard bonus. These payments vary depending on the destination (station). All employees receive a monthly canteen credit for the purchase of beverages and snacks.

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.

G4-LA3 Parental leave

Return to work and retention rates after parental leave, by gender

More and more fathers are leaving their traditional roles as they stay home to raise their families.

Here at FAI rent-a-jet Aktiengesellschaft we are no different. Three of our 4 members of the Executive Board have children and therefore are aware how important the first few forming years, in a child's life are and support their employees decisions for extended maternity/paternity leave. 100% of employees return to work after their paid leave is over and enjoy their work and family balance as we can offer them here at FAI rent-a-jet Aktiengesellschaft.

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

<i>Criterion</i>	<i>Number of female</i>	<i>Number of male</i>	<i>Total</i>
Theoretical number of hours	11,220	97,240	108,460
Lost hours	663	10,761	11,424
Illness-related absenteeism			
Hours lost due to sickness	663	10,761	11,424
of which hours lost due to occupational diseases	0	0	0
Reportable accidents			
Number of reportable accidents	0	1	1
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	146.0	146.0
Overview			
Reportable accidents per 1,000 employees			0.0
Absence days per 1,000 employees			0.0

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

Table 53: Downtime of the total workforce by region

<i>Region</i>	<i>Total planned time</i>	<i>Total hours lost</i>
Germany	108,460	11,424
Total	108,460	11,424

This list includes accidents requiring only first aid. For privacy reasons the personal files with the injury reports are kept as paper files under lock and key.

G4-LA7 Diseases related to occupation

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

There are no activities that have a high rate of disease or risk in our organization.

There are no known cases of work related illnesses to report.

The most common reason for sick days are the common cold/flu and stomach issues that simply happen to be viral infections passed from person to person. Vaccinations are offered to all of the FAI rent-a-jet Aktiengesellschaft employees free of charge. Special insulation and special window panes make the headquarters building not susceptible to high noise levels.

Training and Education

G4-LA9 Training per employee

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

Table 54: Average number of hours of education and training by gender and employee category

<i>Category</i>	<i>Number of employees</i>	<i>Hours for education and training</i>	<i>Hours of training per category</i>
Total staff	176	5,696	32.4
By gender			
female	38	156	4.1
male	136	570,150	4,192.3
Position			
Board of directors or executive management	4	49	12.2
Senior managers	5	113	22.6
Further levels of management	0	0	0.0
Employees without managerial responsibilities	56	161	2.9
Activity			
Technical	54	2,208	40.9
Management	5	60	12.0
Production	0	0	0.0
Sales	0	0	0.0

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

A continuous training program is in place to make sure knowledge is retained, built and continued. FAI rent-a-jet Aktiengesellschaft and its employees strive for the utmost professionalism and rely on experts in their field to train our employees to our highest standards.

The continuous training program, available to all employees, guarantees to FAI rent-a-jet Aktiengesellschaft and its employees that all professional requirements are not only met but exceeded. The extreme difference in training hours between male and female employees can be explained with the fact that out of 93 pilots employed by FAI rent-a-jet Aktiengesellschaft only 3 of them are female.

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.

Remuneration is, at FAI rent-a-jet Aktiengesellschaft, not based on gender but on educational level, experience, job performance and by time and service provided to the company.

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.

HR (HUMAN RIGHTS)

G4-DMA Disclosures on Management Approach “HR (Human Rights)”

Some historically maintained that human rights standards were only applicable to the government but not the private sector. We, at FAI rent-a-jet Aktiengesellschaft believe this not to be true. Human rights belong to everyone and affect all aspects of our lives. The right to be treated with dignity, respect and fairness. In the workplace human rights include, the right to a safe work environment and the right to fair and equal remuneration.

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 Resource Department, which then

investigates these accusations and takes the necessary measures to counter any and all abuse. No violation of Human rights was reported in the reporting timeframe for this report. In our Code of Conduct we commit ourselves to respect all human rights in all our actions and activities.



Non-discrimination

G4-HR3 Discrimination incidents

Total number of incidents of discrimination and corrective actions taken

During the reporting period no incident of discrimination was reported.

Freedom of Association and Collective Bargaining

G4-HR4 Freedom of association and collective bargaining

Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights

In our organization there are no business or supplier locations in which the right of workers to freedom of association and collective bargaining is violated or could be significantly compromised.

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.

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.

Security Practices

G4-HR7 Security personnel trained in the human rights aspects

Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations

Our security forces are trained on our human rights policy and procedures and their application. The following table shows the percentage of trained security forces.

Table 55: Training of security staff on the human rights policy and procedures of the organization and their application in the area of security

	Value
Security staff - total	6
Security staff - trained	6
Percentage of trained security staff (in %)	100%

The training requirements also apply to third parties who provide our organization with security personnel.

Indigenous Rights

G4-HR8 Incidents of violations involving the rights of indigenous peoples

Total number of incidents of violations involving rights of indigenous peoples and actions taken

During the reporting period, no incident was reported regarding violation of the rights of indigenous people.

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 company, FAI rent-a-jet Aktiengesellschaft has procedures in place, to file a formal complaint, in relation to human rights. In the time period for this report, (2015) there were no complaints filed, submitted and/or addressed relating to human rights issues.

SO (SOCIETY)

G4-DMA Disclosures on Management Approach “SO (Society)”

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 in these markets we are able to perceive an overview of the population's social situation.

However, due to our international operations the support is not only important to us beyond the German.

We are committed to local projects in Nuremberg as well as other projects throughout Germany.

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 growing corporate development and is essential for further development.

Our employee's remuneration is above the regional benchmark. The exploitation and the abuse of our staff will never be tolerated nor have they ever been part of our business philosophy. Due to the fair remuneration the susceptibility of the individual employee to corruption is minimized.

Our Code of Conduct, which is published on our website (www.fai.ag) underlines our commitment to zero tolerance on corruption.



Local Communities

G4-SO2 Impacts on local communities

Operations with significant actual and potential negative impacts on local communities

In our organization there are no business activities in some locations that have a significant potential to cause adverse effects on local communities and municipalities or that already have a negative effect.

There are no business location and/or business operations in our company that have the potential of negative or adverse impact on the local communities.

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

Due to our "zero tolerance" policy, the risk of corruption is very low. Description as such is found in the Company's Code of Conduct.

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

Communication and training on anti-corruption policies and procedures

Each new staff member receives a FAI rent-a-jet Aktiengesellschaft's "Code of Conduct" for review and signature the day he/she starts working. It provides instructions, policies and procedures to combat corruption.

G4-SO5 Cases of corruption

Confirmed incidents of corruption and actions taken

During the reporting year 2015 there were no incidents of corruption within our company.



Public Policy

G4-SO6 Political donations

Total value of political contributions by country and recipient / beneficiary

During the reporting period our organization has made no direct or indirect monetary and non-monetary contributions.

Our company does not directly nor indirectly financially support any political institutions or individuals.

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 period, our organization was involved in zero court processes due to anti-competitive behavior or violations of antitrust law. In the following table you can see the overview of these court processes.

In the reporting period for the year 2015 FAI rent-a-jet Aktiengesellschaft has not been involved in any proceedings arising from anti-competitive behaviour or violations of cartel law. We comply with applicable laws and consults legal experts regarding antitrust and competition laws.

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

Our organization did not violate any laws or regulations in the reporting period.

In the reporting year, our company has not been involved in any proceedings arising from anti-competitive behaviour or violations of cartel law. We comply with all local and federal laws and consult with our legal team regarding antitrust and competition issues.

Supplier Assessment for Impacts on Society

G4-SO9 Suppliers that were screened for impacts on society

Percentage of new suppliers that were screened using criteria for impacts on society

FAI rent-a-jet Aktiengesellschaft does not have any business dealings with company's which could have a negative impact on society.

G4-SO10 Negative impacts through the supply chain on society

Significant actual and potential negative impacts on society in the supply chain and actions taken

FAI rent-a-jet Aktiengesellschaft does not support and/or have business contracts and/or suppliers throughout our supply chain, which have a negative impact on society to our knowledge.

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

FAI rent-a-jet Aktiengesellschaft has a procedure in place for formal complaints regarding impacts on society.

There was no such complaint filed during the reporting year 2015.

PR (PRODUCT RESPONSIBILITY)

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

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

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.

100% of our services were examined with regard to their effects on health and safety in the entire life cycle. We are approved by EURAMI (European Aero Medical Institute) and the European Standard EN 13718-2. By this we can guarantee our services have been tested throughout their 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 reported year 2015 there were no violations of regulations and/or voluntary codes of products and services on health and safety.



Product and Service Labeling

G4-PR5 Customer satisfaction

Surveys measuring customer satisfaction

The employees at FAI rent-a-jet Aktiengesellschaft pride themselves on Customer service. Beginning with the initial contact made via telephone to make flight arrangements to the maintenance teams which are considered one of the finest in the industry, to our flight crews and medical teams with their engagement and engagement to their positions and their enthusiasm for aviation. It is our greatest goal ensure our customers are flying safe, relaxed and on time providing a first class customer service is our greatest achievement.

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.

Compliance

G4-PR9 Fines for non-compliance with laws and regulations concerning products and services

Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services

We complied with all laws and regulations relating to our products or services, so that in the reporting period no penalties in the form of fines occurred.

In the reporting year 2015 there were no violations and/or fines issued in regards to non-compliance with the law and /or regulations concerning our products and / or services



GOALS

Table 56: New Goals

Hierarchy level	Goal / Measure	Target Value	Due Date	Responsibility
EN (Environment)				
Materials				
	Reduction of non renewable waste	2.5 t	2nd half of year/2018	
Emissions				
FAI Sustainability Report 2016	Continuous reducing of emission	33,000 t	2nd half of year/2018	
FAI Sustainability Report 2016	To further reduce emission	6,000 kg	2nd half of year/2018	
LA (Labor Practices and Decent Work)				
Employment				
FAI Sustainability Report 2016	Reduce staff turnover	25 %	2nd half of year/2017	
Training and Education				
FAI Sustainability Report 2016	Continuous training for all employees	6,000 Hours	2nd quarter/2018	

Table 57: Goals Achievement

Hierarchy level	Goal / Measure	Year of origin	Due Date	Original Value	Target Value	Reached Value	Change Origin value to reached value	Deviation reached value to target value	Responsibility
Standard Disclosures									
Organizational Profile									
Fai 2012	Prospective addressing of the precautionary principle (Principle 15 of 'The Rio Declaration on Environment and Development') by the organization.	2012	Nov./2015	-	-	PARTIALLY	-	Partially reached	Nov./2015
EC (Economy)									
Economic Performance									
Fai 2012	Examination of the indicator "Direct economic value generated and distributed" as company-confidential.	2012	Nov./2015	-	-	PARTIALLY	-	Partially reached	Nov./2015
FAI Sustainability Report 2014	Aufbereitung der wirtschaftlichen Unternehmenskennzahlen nach GRI G4.	2013	June/2015	-	-	PARTIALLY	-	Partially reached	June/2015
EN (Environment)									
Materials									
	Reduction of non renewable waste	2015	2nd half of year/2018	2.84 t	2.5 t	2.84 t	+/-0 t	Not reached: +13.6%	
Emissions									
FAI Sustainability Report 2016	Continuous reducing of emission	2015	2nd half of year/2018	34,644.74 t	33,000 t	34,644.74 t	+/-0 t	Not reached: +4.98%	
FAI Sustainability Report 2014	Vervollständigung der Datensammlung zum Indikator „Weitere indirekte THG-Emissionen (Scope 3)".	2013	June/2015	-	-	YES	-	Reached	June/2015
FAI Sustainability Report 2014	Vervollständigung der Datensammlung zum Indikator „Tägliche Anfahrt der Mitarbeiter zum	2013	End of/2015	-	-		-		End of/2015

Arbeitsplatz“.

FAI Sustainability Report 2014	Vervollständigung der Datensammlung zum Indikator „Dienstreisen“.	2013	End of/2015	-	-	-	-	End of/2015
FAI Sustainability Report 2014	Vervollständigung der Datensammlung zum Indikator „Transporte durch Zulieferer“.	2013	End of/2015	-	-	-	-	End of/2015
FAI Sustainability Report 2015	Completion of the data collection for the indicator Other indirect GHG emissions (Scope 3).	2014	June/2016	-	-	-	-	June/2016
FAI Sustainability Report 2016	To further reduce emission	2015	2nd half of year/2018	6,168 kg	6,000 kg	6,168 kg	+/-0 kg	Not reached: +2.8%

Effluents and Waste

FAI Sustainability Report 2014	Prüfung der Vermeidung von gefährlichen Abfall und/oder der fachgerechten Entsorgung.	2013	May/2015	-	-	YES	-	Reached	May/2015
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LA (Labor Practices and Decent Work)

Employment

FAI Sustainability Report 2016	Reduce staff turnover	2015	2nd half of year/2017	25.56 %	25 %	25.56 %	+/-0 %	Not reached: +2.24%
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Training and Education

FAI Sustainability Report 2014	Optimierung und Ausbau der Datenerhebung aufgeschlüsselt nach Position und Tätigkeit.	2013	Middle of/2015	-	-	PARTIALLY	-	Partially reached	Middle of/2015
FAI Sustainability Report 2016	Continuous training for all employees	2015	2nd quarter/2018	5,696 Hours	6,000 Hours	5,696 Hours	+/-0 Hours	Not reached: -5.07%	

HR (Human Rights)

Human Rights Grievance Mechanisms

FAI Sustainability Report 2014	Einrichtung einer Möglichkeit für formelle Beschwerdeverfahren in Bezug auf menschenrechtliche Auswirkungen in der Organisation.	2013	July/2015	-	-	YES	-	Reached	July/2015
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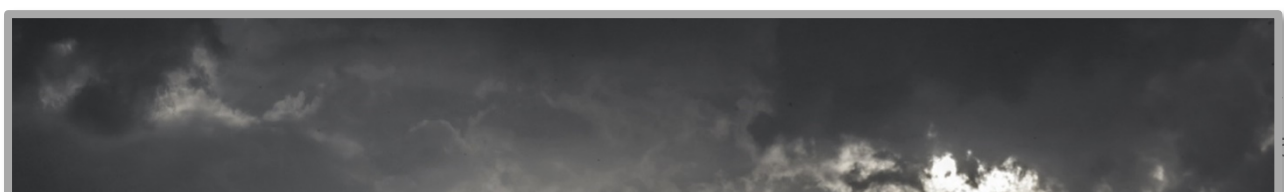
SO (Society)

Anti-corruption

FAI Sustainability Report 2014	Die Maßnahmen zur Bekämpfung von Korruption in der Organisation werden verbessert.	2013	July/2015	-	-	YES	-	Reached	July/2015
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Compliance

FAI Sustainability Report 2014	Vervollständigung der Datensammlung zum Indikator „Strafen aufgrund von Verstößen gegen Gesetze und Vorschriften“.	2013	July/2015	-	-	YES	-	Reached	July/2015
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GRI INDEX

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

Table 58: 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			No	Active: CEO Commitment; Adv.: 19	4.7, 6.2, 7.4.2
UNGC	UN Global Compact statement of continued support			No	Active + Adv.: Declaration of membership	
Organizational Profile						
G4-3	Name of the organization			Yes		
G4-4	Primary brands, products, and/or services			No		
G4-5	Headquarters			Yes		
G4-6	Countries of significant operations			No		7.2
G4-7	Nature of ownership and legal form			Yes		6.2;7.2
G4-8	Markets served			Yes		6.2;7.2
G4-9	Scale of the organization			Yes		7.2
G4-10	Total numbers of employees			Yes	Active: 6; Adv.: 6	6.4, 6.4.3
G4-11	Employees covered by collective bargaining agreements			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			Partially	Adv.: 2	
G4-13	Significant changes regarding size, structure ownership or supply chain			Yes	Adv.: 2	
G4-14	Addressing of the precautionary principle			No		
G4-15	Sustainability charters, principles or initiatives endorsed			No		7.8
G4-16	Memberships of associations			Yes		7.8
Identified Material Aspects and Boundaries						
G4-17	Organizational structure			Yes		5.2, 7.3.2 - 7.3.4
G4-18	Method for defining report content and differentiation of aspects			No		5.2, 7.3.2 - 7.3.4
G4-19	Identified material aspects			No		5.2, 7.3.2 - 7.3.4
G4-20/21	Essential aspects and delineation of aspects within and outside the organization			No		5.2, 7.3.2 - 7.3.4
G4-22	Effect of any restatements of information provided			No		
G4-23	Changes from previous reporting periods			No		
Stakeholder Engagement						
G4-24	Stakeholder groups engaged			No	Adv.: 21	5.3

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

Table 59: Reported Performance Indicators

Indicator	Description	Page	Omissions	External audit	UN Global Compact	ISO 26000
EC (Economy)						
G4-DMA	Disclosures on Management Approach "EC (Economy)"			No		
Economic Performance						
G4-EC1	Direct economic value generated and distributed			No		6.8.1 - 6.8.3, 6.8.7/9
G4-EC2	Opportunities and risks due to climate change					6.5.5
Market Presence						
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage			No	Active: 6	6.3.7/10, 6.4.3/4, 6.8.1/2
Indirect Economic Impacts						
G4-EC7	Infrastructure investments and services supported			No		6.3.9, 6.8.1/2, 6.8.7/9
Procurement Practices						
G4-EC9	Spending on local suppliers				Adv.: 2	6.4.3, 6.6.6, 6.8.1/2/7
EN (Environment)						
G4-DMA	Disclosures on Management Approach „EN (Environment)“			No		
Materials						
G4-EN1	Materials			No	Active: 7,8; Adv.: 15-18	6.5.4
Energy						
G4-EN3	Energy consumption within the organization			No	Active: 7,8; Adv.: 9-11	6.5.4
G4-EN5	Energy intensity			No	Active: 8; Adv.: 15-18	6.5.4

G4-EN6	Reduction of energy consumption	No	Active: 8; Adv.: 15-18	6.5.4/5
G4-EN7	Reductions in energy requirements of products and services	No	Active: 8; Adv.: 15-18	6.5.4/5
Water				
G4-EN8	Total water withdrawal	Yes	Active: 7,8; Adv.: 15-18	6.5.4
Biodiversity				
G4-EN11	Operational sites in protected areas	No	Active: 8; Adv.: 15-18	6.5.6
Emissions				
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	No	Active: 7; Adv.: 15-18	6.5.5
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	No	Active: 7; Adv.: 15-18	6.5.5
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	No	Active: 7; Adv.: 15-18	6.5.5
G4-EN18	Greenhouse gas (GHG) emissions intensity	No	Active: 8; Adv.: 15-18	6.5.5
G4-EN19	Reduction of greenhouse gas (GHG) emissions	No	Active: 8; Adv.: 15-18	6.5.5
G4-EN21	NO _x , SO _x and other significant air emissions	No	Active: 7, 8; Adv.: 15-18	6.5.3
Effluents and Waste				
G4-EN22	Water discharge	No	Active: 8; Adv.: 15-18	6.5.3/4
G4-EN23	Waste	No	Active: 8; Adv.: 15-18	6.5.3
G4-EN24	Significant spills	No	Active: 8; Adv.: 15-18	6.5.3
Compliance				
G4-EN29	Sanctions for non-compliance with environmental laws		Active: 8; Adv.: 15-18	4.6
Transport				
G4-EN30	Environmental impacts of transport	No	Active: 8; Adv.: 15-18	6.5.4, 6.6.6
Assessment of the suppliers on the basis of ecological criteria				
G4-EN32	New suppliers screened on the basis of ecological criteria	No	Active: 8; Adv.: 2, 15-18	6.3.5, 6.6.6, 7.3.1
Environmental Grievance Mechanisms				
G4-EN34	Formal grievance about environmental impacts	No	Active: 8; Adv.: 15-18	6.3.6
LA (Labor Practices and Decent Work)				
Employment				
G4-LA1	Employee overview and development	No	Active: 6; Adv.: 6	6.4.3
G4-LA2	Benefits provided		Adv.: 6	6.4.4, 6.8.7
G4-LA3	Parental leave	Yes	Active: 6; Adv.: 6	6.4.4
Occupational Health and Safety				
G4-LA6	Injuries, occupational diseases, lost days and absenteeism	Yes	Adv.: 2, 6	6.4.6, 6.8.8
G4-LA7	Diseases related to occupation	No	Adv.: 6	6.4.6, 6.8.8

Training and Education					
G4-LA9	Training per employee		Partially	Active: 6; Adv.: 6	6.4.7
Equal Remuneration for Women and Men					
G4-LA13	Ratio of remuneration of women to men	no related detailed data is available on this indicator	No	Active: 6; Adv.: 6	6.3.7/10, 6.4.3/4
Labor Practices Grievance Mechanisms					
G4-LA16	Grievances about labor practices			Adv.: 6	6.3.6
HR (Human Rights)					
G4-DMA	Disclosures on Management Approach "HR (Human Rights)"		No		
Non-discrimination					
G4-HR3	Discrimination incidents		No	Active: 6; Adv.: 15-18	6.3.6/7/10, 6.4.3
Freedom of Association and Collective Bargaining					
G4-HR4	Freedom of association and collective bargaining		No	Active: 3; Adv.: 2, 15-18	6.3.3/4/5/8/10, 6.4.5, 6.6.6
Child Labor					
G4-HR5	Risk of child labor		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 and compulsory labor		No	Active: 4; Adv.: 2, 15-18	6.3.3/4/5/10, 6.6.6
Security Practices					
G4-HR7	Security personnel trained in the human rights aspects		No	Active: 1; Adv.: 15-18	6.3.3/5, 6.6.6
Indigenous Rights					
G4-HR8	Incidents of violations involving the rights of indigenous peoples		No	Active: 1; Adv.: 15-18	6.3.4/6/7/8, 6.6.7, 6.8.3
Human Rights Grievance Mechanisms					
G4-HR12	Formal complaints procedure in relation to human rights impacts		No	Active: 1; Adv.: 15-18	6.3.6
SO (Society)					
G4-DMA	Disclosures on Management Approach "SO (Society)"		No		
Local Communities					
G4-SO2	Impacts on local communities		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			Active: 10; Adv.: 12-14	6.6.1/2/3
G4-SO4	Communication and training on anti-corruption policies and procedures			Active: 10; Adv.: 12-14	6.6.1/2/3/6
G4-SO5	Cases of corruption			Active: 10; Adv.: 12-14	6.6.1/2/3
Public Policy					
G4-SO6	Political donations			Active: 10; Adv.: 12-14	6.6.1/2/4
Anti-competitive Behavior					

G4-SO7	Anti-competitive behavior or anti-trust and monopoly practices				6.6.1/2/5/7
Compliance					
G4-SO8	Fines and non-monetary sanctions				4.6
Supplier Assessment for Impacts on Society					
G4-SO9	Suppliers that were screened for impacts on society	no related detailed data is available on this indicator	No	Adv.: 2	6.3.5, 6.6.1/2/6, 6.8.1/2, 7.3.1
G4-SO10	Negative impacts through the supply chain on society	no related detailed data is available on this indicator	No	Adv.: 2	6.3.5, 6.6.1/2/6, 6.8.1/2, 7.3.1
Grievance Mechanisms for Impacts on Society					
G4-SO10	Grievances about impacts on society		No		6.3.3, 6.6.1/2, 6.8.1/2
PR (Product Responsibility)					
G4-DMA	Disclosures on Management Approach "PR (Product Responsibility)"		No		
Customer Health and Safety					
G4-PR1	Impacts of products and services for health and safety		No		6.7.1/2/4/5, 6.8.8
G4-PR2	Non compliance with regulations concerning products and services		No		4.6, 6.7.1/2/4/5, 6.8.8
Product and Service Labeling					
G4-PR5	Customer satisfaction				6.7.1/2/6
Customer Privacy					
G4-PR8	Breaches of customer privacy and loss of customer data		No		6.7.1/2/7
Compliance					
G4-PR9	Fines for non-compliance with laws and regulations concerning products and services		No		4.6, 6.7.1/2/6



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